



EMBEDDING MENTAL HEALTH POLICY WITHIN WORKFORCE PLANNING DURING TIMES OF CONSTRAINT

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Ensuring the necessary configuration of healthcare providers in a time of constraint cannot be considered without the evaluation of the psychological demands on those individual. Large scale monitoring of this impact is necessary to ensure that workforce optimization policies recognize this component for targeting initiatives, creation and review of policies, and identify areas that require funding support.

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PURPOSE/OBJECTIVES

The primary purpose of this study is to comprehensively understand the level of impact of mental health issues, including stress and burnout, and mental illness has on healthcare professionals in Canada. Secondly, a review of this impact in relation to shifts in human health resource with professions will be examined.

FINDINGS/IMPACT/OUTCOMES

- Disseminate foundational information on the mental health status of the Canadian healthcare professional, providing the basis of a large scale thermometer that can be used in future research and workforce monitoring.
- Enhance our understanding of mental health in relation to HHR shortages and key vulnerable workforce groups.
- Participants will engage in critical discussions to determine the value of this in regards to mental health monitoring (consensus obtaining) and derive or demonstrate support for way-finding ideas at these levels.

CONCLUSIONS

Optimization policies require more than number crunching for projection purposes; they require humanization of the workforce they represent from the student to the professional. The data presented and the discussion to be had will highlight potential prioritization groups. Further venturing into HHR monitoring without these concepts on a large scale is likely to be detrimental the mental health of our current and future workforce. Discussions will provide an opportunity to validate (or not) this statement and construct innovative ideas on how the data may be used to support such initiatives.