

DECEMBER
9TH-10TH 2020



CANADIAN HEALTH WORKFORCE VIRTUAL CONFERENCE 2020



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Virtual Conference Program

Conference times noted are in Eastern Standard Time

The Canadian Health Workforce Conference (CHWC) brings together policy makers, academics, researchers, practitioners, patient advisors and students from across the country with responsibility for and interest in health workforce issues.

The goal of the conference is to provide an opportunity to engage in knowledge exchange and meaningful discussion on a range of health workforce issues and showcase the latest research and cutting-edge technology and innovation for health workforce policy, planning and management across the country.

Building on the momentum generated from the 18th International Health Workforce Conference held in Ottawa in 2019 and recognizing the importance of social distancing to support the role that health workers play in the fight against COVID-19, the **Canadian Health Workforce Conference** will be hosted virtually.

Wednesday, December 9, 2020

12:00pm – 12:15pm EST	Welcome Remarks & Land Acknowledgement
12:15pm – 1:30pm EST	Opening Plenary Session: “ <i>Virtual Care & the Canadian Health Workforce</i> ”
1:30pm – 2:30pm EST	Poster/Exhibit Viewing Break
2:30pm – 4:00pm EST	Concurrent Sessions Stream A

Thursday, December 10, 2020

12:00pm – 1:30pm EST	Concurrent Sessions Stream B
1:30pm – 2:30pm EST	Poster/Exhibit Viewing Break
2:30pm – 3:45pm EST	Closing Plenary Session: “ <i>Human Rights & Health Workers in Canada</i> ”
3:45pm – 4:00pm EST	Closing Remarks



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Mental Health
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Wednesday, December 9, 2020

12:00pm to 12:15pm EST

WELCOME REMARKS & LAND ACKNOWLEDGEMENT

Presented by *Ivy Bourgeault and Geoff Ballinger*

12:15pm to 1:30pm EST

OPENING PLENARY SESSION: "VIRTUAL CARE & THE CANADIAN HEALTH WORKFORCE"

The COVID-19 pandemic has accelerated the awareness and adoption of virtual care as a means to deliver health care services to Canadians. Hear the views of leading experts on how virtual care has, and will, impact our health workforce pre, present and post-pandemic

Moderated by: **Mr. Brent Diverty**, Vice President, Programs, Canadian Institute of Health Information, CHWC Co-Hosts and Platinum Sponsor

Presented by:

Dr. Ewan Affleck, Family Physician, Co-chair of the Canadian Medical Association (CMA)'s Virtual Care Task Force

Dr. Sacha Bhatia, Chief Medical Innovation Officer (CMIO), Women's College Hospital and, Director of the Institute for Health Systems Solutions and Virtual Care

Ms. Amy Ma, Patient Advocate

1:30pm to 2:30pm EST

POSTER/EXHIBIT VIEWING BREAK

The impact of workplace context on mental health issues for professional workers: Comparing the case of physicians, midwives and dentists – Jelena Atanackovic

A National approach to advance a minimum data requirement for linguistic duality within Canada's Health Workforce – Chantal Demers

Women's Health Leadership Journeys – Billie Jane Hermosura

Investigating the Transition Of Care For People with Dementia at Ontario Shores – Anisah Karamitsos

The 'Right' Type of Pharmacist for the Neoliberal Turn – Tim Mickelborough

How early-career female physicians experience workplace mental health and leaves of absence in Ontario – Mara Mihailescu

Ontario Family Physicians' Perspectives about their Scope of Practice: What is it, What Drives it and How Does it Change? – Sophia Myles

Healthy Professional Workers: A Gendered Analysis of Mental Health and Workplace Stressors – Jungwee Park

Associations of four nurse staffing practices with hospital mortality – Christian Rochefort

2:30pm to 4:00pm EST

CONCURRENT SESSIONS STREAM A

Health Workforce Planning I:

- (1) "Scenario Analysis in Health Workforce Planning: An Interactive Dashboard" – presented by *Sarah Simkin*
- (2) "Health system responses to changes in the supply and demand for health care workers during and after a viral respiratory infection pandemic: a systematic review of the literature" – presented by *Adrienne Gulliver*
- (3) "Health workforce planning as a response to COVID-19 in Nova Scotia" – presented by *Adrian MacKenzie*
- (4) "Estimating workforce capacity for mental health and substance use services through population health needs-based planning" – presented by *Daniel Vigo*
- (5) "Impact to service utilization during the first wave of COVID-19 pandemic: Physicians and Patients" – presented by *Marc Comeau*
- (6) "COVID-19 Health System Capacity Planning Tool" – presented by *Omar Kazmi*

Leadership:

- (1) "Building Health Leadership Capacity and Capabilities in Canada: What's the Data Telling Us?" – presented by *Kelly Grimes*
- (2) "Influencing Work Culture: A Strengths-Based Nursing Leadership Education Program" – presented by *Pam Hubley*
- (3) "Ally Toolkit in Support of Diverse Leadership" – presented by *Ruth Decady*
- (4) "Results of an Integrative Review of Organizational Factors Influencing Large-Scale Change: Considerations and reflections for nurse leaders" – presented by *Sonia Angela Castiglione*
- (5) "Development of the Strengths-Based Nursing and Healthcare Leadership Scale" – presented by *Julie Frechette*
- (6) "'We're not the food police': Case study analysis of dietitians' use of leadership skills in practice." – presented by *Billie Jane Hermosura*

Long Term Care Health Workforce:

- (1) "Deaths Among Healthcare Workers due to COVID-19 are More Than a Matter of Numbers" – presented by *Jade Sim*
- (2) "Simulated experiential learning activity to empower health care workers and family caregivers in dementia care." – presented by *Brenda Gamble*
- (3) "The Role-Behaviour Framework: A Conceptual Framework on Personal Support Workers Role in End-of-Life Care" – presented by *Danielle Just*
- (4) "Unregulated Health Care Workers' Involvement in Team Decision-Making in Long-Term Care." – presented by *Lisa Cranley*
- (5) "Determining Factors of Canadian Personal Support Worker (PSWs) Wages" – presented by *Katherine Zagrodny*
- (6) "Mapping Care Relationships in LTC" – presented by *Ivy Bourgeault*

Mental Health:

- (1) "Healthy Professional Worker Partnership- Nurses' Mental Health and Experiences of Leaves of Absence and Healthy Return to Work" – presented by *Abby Ayoub*
- (2) "Creating mentally healthy workplaces for health care providers" – presented by *Pauline Meunier and Ed Mantler*
- (3) "Addressing Burnout Among Medical Radiation Technologists" – presented by *Mara Mihailescu*
- (4) "Mapping the peer-reviewed literature on accommodating nurses' return to work after leaves of absence for mental health issues: A Scoping review" – presented by *Shamel Rolle Sands*
- (5) "Mental Health Impact of COVID-19 on Family Doctors and Their Patients: Results of the College of Family Physicians All-Members Survey" – presented by *Dragan Kljujic*
- (6) "Examining the Gendered Nature of Mental Health Issues, Leaves of Absence & Return to Work Experiences of Canadian Physicians: A Case Study of the Healthy Professional Worker Partnership" – presented by *Mara Mihailescu*

Rural Health:

- (1) "Frontline Rural and Remote Pandemic Response: A Northwestern Ontario Story" – presented by *Jamie Sitar*
- (2) "Physician Workforce Strategy and Rural Generalist Pathway" – presented by *Sarah Newbery*
- (3) "Models for human capital planning in Northern Ontario: findings from interviews and an evidence Review" – presented by *Brianne Wood*
- (4) "Rural Health Workforce Response to Australia's 2019-20 Natural Disasters and Emergencies" – presented by *Richard Colbran*
- (5) "The Psychologically Traumatic Experiences of Rural Registered Nurses Who Live and Work in the Same Community" – presented by *Sharleen Jahner*
- (6) "Nurses' Perceptions of the Utilization of the Violence Assessment Tool (VAT) in Northeastern Ontario" – presented by *Oghenefego (Fego) Akpomi-Eferakeya*

12:00pm to 1:30pm EST

CONCURRENT SESSIONS STREAM B

Health Workforce Planning II:

- (1) "COVID-19's Health Workforce Planning Lessons: Results of the College of Family Physicians All-Members Survey" – presented by Steve Slade
- (2) "Exploring the geographic distribution of French-speaking pharmacists in Ontario" – presented by Patrick Timony
- (3) "Supply, distribution and migration of physicians in Canada: Historical, recent perspectives and implications in the context of the COVID-19 pandemic" – presented by Ruolz Ariste
- (4) "Needs-based health workforce planning for Universal Health Care Coverage: A scoping review of analytical applications" – presented by James Avoka Asamani
- (5) "From policy formulation to field level execution: Lessons learned from implementing a digital tool to strengthen health workforce planning, management and decision-making in government health system in Bangladesh" – presented by Dipika Shankar Bhattacharyya
- (6) "Forecasting demand for General Internal Medicine specialists" – presented by Olga Krylova

Models of Care:

- (1) "Health Workforce Strategies in Response to the COVID-19 Pandemic" – presented by Mara Mihaiulescu
- (2) "Family Physicians' Response to COVID-19: Results of the College of Family Physicians All-Members Survey" – presented by Deirdre Snelgrove
- (3) "Reimagining Inter & Intra-Professionalism via Fuzzy Logic: Potential Workplace Implications" – presented by Kevin D. Willison
- (4) "Exploring the Barriers & Facilitators to the Integration of the Nurse Practitioner as Most Responsible Provider Model of Care within a Hospital Setting" – presented by Abby Ayoub
- (5) "Expanding Advanced Practice Radiation Therapy at the National Level" – presented by Laura Zychla
- (6) "The practice of patient-centred care in the community: An implementation framework for paramedic healthcare delivery." – presented by Brenda Barth

Primary Care Planning:

- (1) "Primary Care Workforce Planning in the City of Toronto" – presented by Sarah Simkin
- (2) "Factors that Shape Practice Choices of Early Career Family Physicians in Canada" – presented by Monica Aggarwal
- (3) "Mapping Access to the Full Range of Maternity Care Providers Across the Champlain Region" – presented by Caroline Chamberland-Rowe
- (4) "Pandemic Planning for Primary Care: Lessons from Four Provinces" – presented by Maria Mathews
- (5) "Early-Career Attrition Amongst Canadian Physicians" – presented by Sarah Simkin
- (6) "PUPPY: Problems Coordinating and Accessing Primary Care for Attached and Unattached Patients Exacerbated During the COVID-19 Pandemic Year" – presented by Emily Gard Marshall

Regulation:

- (1) "Regulating Health Professional Scopes of Practice: Comparing Institutional Arrangements & Approaches in the US, Canada, Australia & the UK" – presented by Kathleen Leslie
- (2) "Mapping existing health workforce diversity data across professions & provinces" – presented by Chantal Demers
- (3) "The Case for pan-Canadian Registration of Health Professionals" – presented by Chantal Demers
- (4) "How did Canada respond? A peak at interventions to maintain health workforce capacity during COVID-19" – presented by Michelle Button and Christina Catley
- (5) "Regulating During Crisis: Examining Nursing Regulatory Responses to the COVID-19 Pandemic" – presented by Kathleen Leslie
- (6) "Professional Regulation & The Pandemic Response: Comparing Canada, the UK and Australia" – presented by Tracy Adams

Retention, Burnout and Return to Work:

- (1) "How to retain midwives in the midwifery profession? Insights from a Pan-Canadian Study" – presented by Farimah Zadeh
- (2) "Examining the influence of value alignment on pediatricians' well-being" – presented by Raisa Ladha
- (3) "Healthcare professional disclosure of mental illness in the workplace" – presented by Emilie Hudson
- (4) "Resumption of clinical services of Medical Radiation Technologists" – presented by Mark Given
- (5) "Risk Factors of Physician Burnout" – presented by Meghan Forestell
- (6) The Impact of the Overdose Crisis on Harm Reduction Service Providers – presented by Samantha King

1:30pm to 2:30pm EST

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Associations of four nurse staffing practices with hospital mortality – Christian Rochefort

2:30pm to 3:45pm EST

CLOSING PLENARY SESSION: "HUMAN RIGHTS & HEALTH WORKERS IN CANADA"

The COVID-19 pandemic has affected both the physical and psychological health and well-being of health workers across Canada. This panel will detail some of the national and international efforts to protect and promote the health of health workers in response to the pandemic.

Moderated by:

Mr. Ed Mantler, Vice President, Programs & Priorities, Mental Health Commission of Canada, CHWC Gold Sponsor

Presented by:

Ms. Emma Wadey RN MH, Head of Mental Health Nursing, NHS England and NHS Improvement.

Dr. Rosemary Morgan, Assistant Scientist, Johns Hopkins Bloomberg School of Public Health

Ms. Linda Silas, Canadian Federation of Nurses Unions

3:45pm to 4:00pm EST

CLOSING REMARKS

Presented by Ivy Bourgeault and Geoff Ballinger