The fourth Global HRH forum—Building the health workforce of the future—is the largest, open conference that centers on human resources for health. The forum will be held in Dublin, Ireland, from 13-17 November 2017. It will bring together over 1,000 delegates from across the globe to discuss and debate a wide range of health workforce related issues. It is an exceptional opportunity for professional development and networking across multiple sectors.

The forum will be drawing on the expertise and experience of key leaders and decision-makers, and is set to meet the following three objectives:

- Advance the implementation of the Global Strategy on Human Resources for Health and the recommendations from the High Level Commission on Health Employment and Economic Growth.
- Promote innovations in policy, practice and research
- Promote the engagement of HRH stakeholder groups in learning, knowledge sharing, networking and collaborative actions.

To learn more visit: www.hrhforum2017.ie
Physician resources is one of the main areas that I have worked at the Canadian Medical Association (CMA) since 1990. The CMA has been active in the areas since the early 1980s, when it compiled the database to administer the first census-based survey of physicians in 1982. We continue to track professional activity through electronic surveys such as the 2017 CMA Workforce Survey, the results of which will be released later this year. In the late 1990s the CMA (primarily Lynda Buske) developed the Physician Resource Evaluation Template, a stock and flow projection model that has been very informative in various studies and which we update annually. I am fortunate to have the opportunity to participate on the CHHRN advisory committee and the planning committee for the CHWC. These give me a bird's-eye view of emerging developments in what is now a broad field of health workforce research and I learn far more than I am able to contribute!

Key Take-Home Messages in HHR from Dr. Adams:
- Use the most current data you can find or obtain
- Determine current stock
- Understand sources of supply increase and attrition (e.g. training output, migration - NB retirement is unpredictable)
- Consider functional specialization
- Measure full-time equivalence
- Consider critical inter-dependencies
- Think about implications of new delivery models (e.g. team-based care)
- Beware of unintended consequences (e.g. incentives)
- Build in mid-course correction
- Physicians are human and make career decisions for lots of reasons!

CMA will be hosting its 5th Canadian Conference on Physician Health this September! See page 12 for details!

**NEW!** Passage of Bill C-277 National Palliative Care Framework

“The Canadian Medical Association (CMA), the Canadian Nurses Association (CNA), the Canadian Society of Palliative Care Physicians (CSPCP) and the Canadian Hospice Palliative Care Association (CHPCA) are pleased that Private Member’s Bill C-277 "Act providing for the Development of a Framework on Palliative Care in Canada” was passed at 3rd reading in the House of Commons last week.”

Source: [Canadian Hospice Palliative Care Association Announcement, June 5, 2017](#)
We are pleased to congratulate our central hub lead Dr. Ivy Lynn Bourgeault on her success in winning several distinguished awards this past year. Namely, Dr. Bourgeault was awarded a fellowship from the Canadian Academy of Health Sciences, she has received the 2016-2017 Association of Professors of the University of Ottawa Award for Excellence in Research for her contributions to gender research in the health sciences, and most recently, she received a Status of Women Canada award for a project that examines women’s leadership in health care, health sciences and indigenous health. This award was announced on June 12th by Minister Monsef.

We are pleased to congratulate our CHHRN Eastern Hub Lead, Dr. Gail Tomblin Murphy on her recent appointment as the new Director, School of Nursing and Assistant Dean, Faculty of Health Professions at Dalhousie University. Her five-year term will commence on July 1, 2017. Dr. Tomblin Murphy is a professor with the Dalhousie School of Nursing, Faculty of Health Professions, and with the Department of Community Health and Epidemiology in the Faculty of Medicine at Dal. She is also the director of Dalhousie’s WHO/PAHO Collaborating Centre on Health Workforce Planning and Research, and a co-investigator at the Faculty of Nursing, University of Toronto.

Follow us on Twitter for more CHHRN updates!
Paramedics

Paramedics are increasingly being relied upon to fill the gaps in the healthcare system, particularly in rural and remote communities and senior care. The recognition of paramedics’ critical role—most notably in increasing quality of care for patients—has allowed for more leadership opportunities, which extend to the authorization of making decisions previously requiring physician approval.

Recent discussions in Manitoba have pointed to the possibility of paramedics becoming a self-regulating profession. Meanwhile, honourable John Haggie, Health Minister of Newfoundland and Labrador has stated that the province is also beginning to look into new ways of utilizing paramedics. The proposed increase in scope of practice would closer reflect the reality of the ever-evolving duties of paramedics and the demands of our health-care system.

Midwives

Although midwifery have been recognized as a profession world-wide, the vital role of midwives have only recently become utilized in Canadian provinces. Midwives’ role in the maternal and childcare sector is unique, because unlike other health care professions, midwives can develop personal relationships to birthing mothers, a service that is often imperative to women, but unavailable in hospital settings.

Yet there remains a disparity between treatment towards midwives and other health care professions. Some provinces still do not permit regulated midwives. Other issues include the pay gap between midwifery—which is a pre-dominantly female profession—and the rest of the health workforce.

On June 18, 4200 midwives gathered together and marched for the recognition of the role of midwives in our healthcare system and against the gender-based pay gap. The march preceded the International Confederation of Midwives. Which was hosted the following Sunday.

Pharmacists

Pharmacists are the most convenient and accessible healthcare workers to patients, yet the general public remains unaware of pharmacists’ scope of practice. In fact, one study shows that pharmacists practising in full scope would mean better patient care, financial gains, and would significantly help lift barriers that currently make our healthcare system inaccessible and inefficient (Canadian Pharmacists Journal, 2017).

In Yukon, pharmacists have started pushing for a change in legislation—including authorization to renew prescription and administer vaccines, which if approved, would allow for greater healthcare efficiency.

Sources

Paramedics
CBC news Manitoba news report, May 10 2017
CBC news Newfoundland and Labrador news report, May 2017

Midwives
The Star news report, June 18 2017

Pharmacists
CBC News North news report, October 25 2016
The Guardian news report, May 16 2017
The Huffington Post news report, March 21 2017
This feature provides an overview of a series of recent services and investments initiated by the Federal government and other non-governmental organizations which aim to advance maternal health and mental health care, particularly within vulnerable communities.

**Aboriginal Midwives**

On May 5, in commemoration of International Day of the Midwife, Honourable Jane Philpott recognized the critical role of Aboriginal midwives in maternal and child care. More and more provinces are increasingly relying on Aboriginal midwives to satisfy healthcare needs in rural areas. Aboriginal midwives are also seen as a solution to improving care for minority groups, particularly by fighting discriminatory practises, and offering culture-appropriate care to Aboriginal communities. The Federal Government has allocated $83m towards midwifery services over the next five years, to respond to the large disparity between quality of care of First Nations and the general Canadian population.

Joining the initiative to progress maternal care, a group of researchers based in Toronto will be launching a new health program: "Kind Faces Sharing Places", which aims to address and respond to the complex and unique challenges that shape the livelihood of Aboriginal people. The program will be helping 100 women over 3 years, and will offer culture-appropriate care, including holistic maternal care, counselling services as well as treatment for addiction.


**Children and Youth Mental Health**

On June 6th 2017, the Federal Government announced its investment to promote children and youth mental health under the International Knowledge Translation Platforms initiative of the Networks of Centres of Excellence. The 3-year, international project is a collaborative measure to address challenges associated with the delivery of mental health and addiction services. The $4.8M investment will go toward developing frameworks to deal with accessibility to care, issues surrounding resource shortages, and timely access to healthcare professionals. One of the project recipients who are receiving funding is HYPE, which is based at the Royal Ottawa Mental Center. HYPE will be addressing issues surrounding access and service delivery of mental health services in the urgent care sector.

*Source: Government of Canada news release, June 6 2017*

Subscribe to our newsletter to stay updated on the latest HHR news!
Medical school outreach and mentorship for rural secondary school students: a pilot of the Southwestern Ontario Medical Mentorship Program

Author: Robinson M A, Douglas–Vail M B, Brcya J N, van Zyl T
Published: 2017

Exit block in emergency departments: A rapid evidence review

Authors: Suzanne Mason, Emma Knowles, Adrian Boyle
Date: 2017

Family medicine education in rural communities as a health service intervention supporting recruitment and retention of physicians

Authors: Soles TL, Wilson CR, Oandasan I F
Published: 2017

Job stickiness of young nurses in Ontario: Does the employer organization participation in the Nursing Graduate Guarantee initiative make a difference?

Author: Alameddine M, Baumann A, Onate K, Crea M, Arnaout N E, Deber R
Published: April 2017

The impact of the rural pipeline in medical education: Practice locations of recently graduated family physicians in Ontario

Author: Elizabeth F. Wenghofer, John C. Hogenbirk, Patrick E Timony
Future care for Canadian Seniors: A primer on nursing supply & demand

Published by: The Conference Board of Canada

Overview: This primer examines the current role of nurses in continuing care, leverages The Conference Board of Canada’s 2015 report Future care for Canadian seniors: A status quo forecast to estimate the nursing demand to provide these supports over the next 30 years, and explores the optimization of nursing roles in this context.

The value of expanded pharmacy services in Canada

Published by: The Conference Board of Canada

Overview: In light of the expanding scope of pharmacy practises in Canadian provinces, this report sets out to examine the health and economic impact of expansion of three pharmacy services: smoking cessation, advanced medication review and management for cardiovascular disease, and pneumococcal vaccination.

The role of physiotherapy in Canada contributing to a stronger health care system

Published by: The Conference Board of Canada

Overview: This report provides information on the general role of physiotherapists and discusses the benefits and potential of extending the scope of physiotherapists on our health care system.
The Canadian Healthcare System, like many other countries, is facing a growing number of challenges pertaining to the simultaneous growth of an aging population and rise in complex health issues, along with a depletion of the healthcare workforce. The Canadian Institute for Health Information estimates that regulated nurses make up 50% of the Canadian healthcare workforce. As such, mapping the trends of nursing practice to forecast the future of our medical landscape, can help inform and direct policy and legislative makers. CIHI publishes a yearly Regulated Nurse Report to trace the trends of registered nurses (RNs, including nurse practitioners, or NPs), licensed practical nurses (LPNs) and registered psychiatric nurses (RPs). The following highlights present an overview of the flow of regulated nurses, along with other findings from the report.

Source: Canadian Health Institute for Health Information report, 2017
For the first time, Canada’s seniors outnumber children under the age of 15. An aging population and new, complex health issues means difference in service delivery as well as an increase in collaboration between nurses and other health professionals as well as family members.

Full-time employment rates of regulated nurses by place of work, Canada, 2007 and 2016
Dr. Martha MacLeod comes from a professional and practice background in nursing management and continuing education. She has been at UNBC since 1994, and is professor in both the School of Nursing and the School of Health Sciences. She is currently the Northern Health – UNBC Knowledge Mobilization Research Chair and is Co-Lead of UNBC’s Health Research Institute.

Martha’s research, broadly speaking, takes a qualitative approach to examining health services and health human resources. Specifically, she studies the nature of everyday experience and practice, and how professional practice may be developed or hindered within health care organizations, particularly those in rural, remote and northern settings. She has published and presented widely on rural and northern nursing issues, nursing practice, education, knowledge translation, and network development. Currently, she is exploring in partnership with Northern Health, ways that knowledge may be mobilized in a large rural health authority in ways that enhance person and family-centred care. Martha continues to be active in national, provincial and regional research and knowledge translation networks.

Recent Publications


To access Dr. Martha MacLeod’s and other HHR publications & reports visit the online CHHRN-CIHI HHR-Library!
Karen M. Lawford is a doctoral candidate at the Institute of Feminist and Gender Studies at the University of Ottawa. She is a member of the Lac Seul First Nation and is an Aboriginal midwife and registered midwife (Ontario). Ms. Lawford’s research interests are related to health care for Aboriginal peoples, with particular attention to the complex jurisdictional, governance, administrative, and policy issues that arise in the delivery of maternal and child health services to remote and rural reserves.

Her doctoral research mapped the processes surrounding Health Canada's evacuation policy, and analyzed its impacts on First Nations women, their families, and communities in Manitoba.

Despite the resignation of women to evacuation, and significant gaps in care and policy, her conclusions point to the resilience and resistance of women seeking a return of birthing to community. She has recently had published a tool for identifying invisible policies, like the evacuation policy.

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Contact info@hhr-rhs.ca for details!
**Health Human Resource Summit**

The objective of the summit is to support HR professionals with the development of skills, knowledge and capabilities required to ensure organizational needs and strategic goals are met within their organizations.

**When:** June 22, 2017  
**Where:** Ontario

**Canadian Medical Association Conference on Physician Health**

The conference will showcase research and initiatives for improving physician health and wellness. It will promote an overall healthier culture in medicine for physicians by offering practical evidence-based skills and strategies for attendees to take back to their practice.

**When:** September 7-9  
**Where:** Westin, Ottawa

**Collaborating Across Borders**

The conference brings together HHR stakeholders from Canada and the United States for will be examining interprofessional health care education, practice, leadership and policy in North America.

**When:** October 1-4, 2017  
**Where:** Banff Alberta Canada

**NOSM Conference**

The NHRC explores research activities arising from community-based activities and highlights projects underway from students, residents, and community-based researchers. The conference provides opportunities for collaboration and networking.

**When:** October 13-14  
**Where:** Thunder Bay

**For registration, click on the images to access websites**

**4th Global Forum on Human Resources for Health**

The Forum programme will feature high-impact decision-makers, leaders, and investors representing all stakeholder groups to discuss and debate innovative approaches towards advancing the implementation of the Global Strategy and the Commission’s recommendations.

**When:** November 13-17  
**Where:** Dublin, Ireland
TOP MENTION

Andrea Porter: One of the big challenges is not a lack of doctors; it’s the lack of doctors willing to work as family physicians” @CIHI_ICIS @CHHRN

TOP DISCUSSION

“Grateful for @JanePhilpott’s policy change for #indigenous women giving birth away from their communities news1130.com/2017/04/09/fed... #cdnhealth

TOP TWEET

“This @CCHL_CCLS project looks at women #leaders in #healthcare, health sciences & #indigenous health! #GenderAlwaysMatters @WOMEN_Canada”

TOP ENGAGEMENTS

“Midwifery could play a greater role in delivery of services through #IPC #Maternity Care practices in Canada” - Dorothy Malott, Western University Publication @world_midwives #ICMLive

RECENT FOLLOWER

Journal of Palliative Medicine

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