Not There Yet: Planning the Future Health Care Workforce

November 28, 2003 – It's not a new idea.

Almost 15 years ago, Alberta called on other jurisdictions to cooperate in determining their joint health staffing needs, training and education. Since that time, numerous bodies, from the Conference of Deputy Ministers of Health in 1991, down to the Romanow Commission, just a year ago, have reiterated the logic of national health human resources (HHR) planning.

Yet, despite new federal funding for the purpose and a national consensus on the need to act, federal-provincial cooperation has thus far failed to deliver coordinated HHR planning. What's the hold-up?

Cathy Fooks, Director of CPRN's Health Network, examines the gap between good intentions and reality in a recent presentation to a meeting of the Canadian Medical Association in Ottawa.

Fooks reviews the logic and history of the national HHR idea and the changing policy context. She identifies the barriers, from professional complexities to a lack of experience with planning methodologies, as well as the enabling factors, from financial support to growing professional commitment to the idea.

She gives the last word to the Report of the Conference of Deputy Ministers of Health in 1991:

> *"We must realize collectively that letting policy develop by default, disinterest, or insufficient will, is itself a policy strategy, but one that can only be expected to bring about satisfactory results by those who believe in winning lotteries."*

You can access or download a copy of Fooks' presentation, ***Moving Towards National Health Human Resource Planning in Canada: Still Looking for a Home***, by clicking here.

Judith Maxwell Receives Another Award

CPRN's President, Judith Maxwell, has been selected by the Women's Executive Network as a recipient of a *Canada's Most Powerful Women: Top 100* Award in the category of Trailblazer.

The *Top 100* awards program is intended to be "a new, objective approach to identify accomplished women." An Advisory Board comprised of private sector female executives, an M.P. and an academic applies defined, measurable criteria to selecting women who are actively engaged in their chosen fields and regarded as exceptional.

Congratulations Judith!