

Planning the Future Health Care Workforce: The Case of Saskatchewan

Friday, November 4, 2005 – Approaches to health human resources planning have undergone a sea change in the past couple of years.

Only a decade ago many held (perhaps without adequate evidence) that there was an oversupply of doctors and nurses. Last year, Canada’s First Ministers concluded, to the contrary, that “*there is a need to increase supply of health care professionals in Canada, including doctors, nurses, pharmacists and technologists. These shortages are particularly acute in some parts of the country.*” Implicit in their statement was the determination to avoid a similar situation in future.

The First Ministers also recognized that health human resource planning cannot be pursued in a vacuum, but must be integrated with wider health care reforms. Only in that way can we ensure both an adequate supply *and* an appropriate mix of health care professionals.

In their communiqué, the First Ministers agreed to increase the supply of health professionals, based on their assessment of the gaps and to make their action plans public, including targets for the training, recruitment and retention of professionals, by December 31, 2005. They also promised to make these commitments public and to report regularly on progress.

In mid-October, CPRN hosted the Consultation Conference on Health Human Resources Planning for the province of Saskatchewan in Regina. Some 80 people from unions, professional associations, regulatory bodies, government departments, education institutions, policy shops and provider groups took part.

They were asked to prioritize solutions proposed in an initial set of consultations. During the conference they discussed that list and endorsed solutions and action steps to implement them. The conference findings will contribute to an eventual integrated HHR plan for Saskatchewan in line with the First Ministers commitment.

Speaking at the conference, Tom McIntosh, Director of CPRN’s Health Network, summarized the results of the initial consultations and reviewed the challenges and ingredients for success. You can access or download a copy of his presentation, ***Finding Common Ground: Consultations and Directions***, by [clicking here](#).

Thomas Ward, a paediatrician and former Deputy Minister of Health for Nova Scotia, gave the opening address. You can also access or download a copy of his

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proposées pendant une série de consultations initiale. Pendant la rencontre, ils ont analysé cette liste et ils ont avalisé des solutions, en indiquant les mesures qu'il fallait prendre pour les appliquer. Les résultats de la rencontre contribueront à la mise au point d'un plan intégré des ressources humaines en santé pour la Saskatchewan afin de satisfaire à l'engagement pris par les premiers ministres.

Dans le cadre de son exposé devant les participants à la conférence, Tom McIntosh, directeur du Réseau de la santé des RCRPP, a résumé les résultats des consultations initiales et il a passé en revue les défis qui se posent et les ingrédients nécessaires au succès de leur application. Vous pouvez consulter ou télécharger un exemplaire de sa présentation, ***Finding Common Ground: Consultations and Directions***, en [cliquant ici](#).

Thomas Ward, pédiatre et ancien sous-ministre de la Santé de la Nouvelle-Écosse, a prononcé l'allocution d'ouverture. Vous pouvez aussi consulter ou télécharger sa présentation, ***Planning for Health Human Resources – Breaking New Ground – Yet Again***, en [cliquant ici](#).

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