

SELF SUFFICIENCY – MORE THAN NUMBERS A CANADIAN PERSPECTIVE

Background:

The *Framework for Collaborative Pan-Canadian Health Human Resources* identifies greater self sufficiency as one of the principles for effective health human resources planning. Having the right supply and mix of health care providers is a goal for all health care systems.

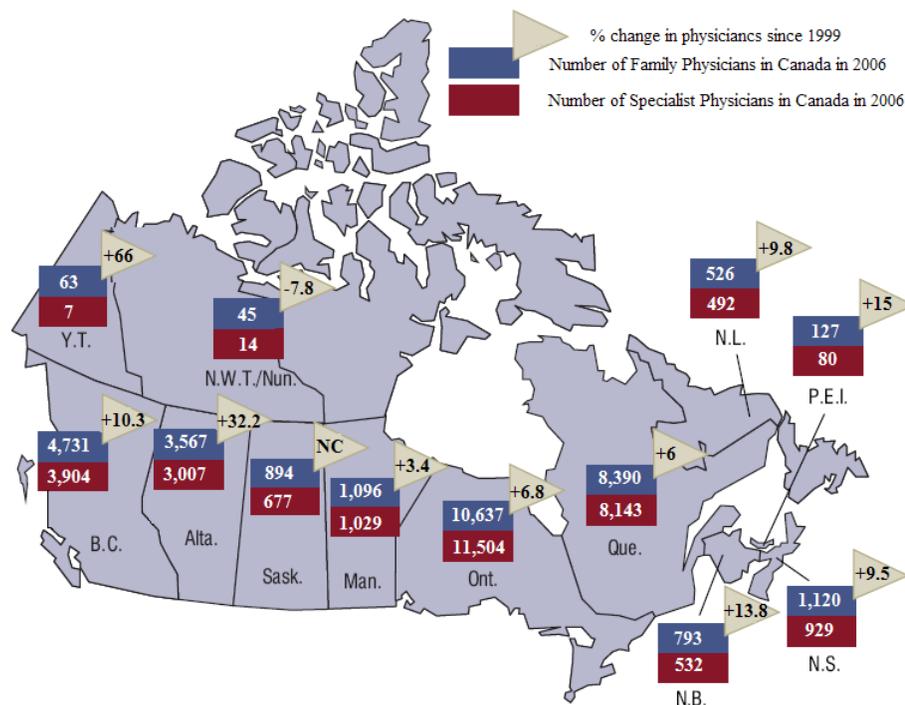
Pressures Influencing Self Sufficiency:

- Workforce mobility and demographics
- Advances in research and technology
- Changes in health care delivery
- Impact of policy decisions in the management of the health care system

Traditional Definition of Self Sufficiency

Self sufficiency in health human resources is the capacity to produce or recruit enough new health care professionals each year to compensate for attrition and keep pace with population growth.

Physician Distribution in Canada, 2006



Sources:
 CIHI: Supply, Distribution and Migration of Canadian Physicians, 2006
 CIHI: Supply, Distribution and Migration of Canadian Physicians, 1999

Considerations for Achieving Self Sufficiency:

- Greater understanding of population health needs
- Effective use of existing and emerging technologies
- Improved health promotion
- New service delivery models
- Health care providers working to their full scope of practice

Self Sufficiency Redefined:

Self sufficiency in health human resources is the ability to develop, attract and retain the right supply and mix of health care providers to work within each jurisdiction's service delivery models to meet the population's health needs.

Recommendations:

The federal, provincial and territorial governments can work together to:

- Develop forecasting and modelling tools
- Develop a consistent approach to collecting and analyzing workforce data
- Evaluate new roles and career paths
- Identify and share promising strategies and practices
- Develop recognition agreements that support labour mobility of professionals within Canada
- Agree on ethical recruitment principles both domestically and internationally

Governments should work with the education system, employers and health professionals to:

- Understand and measure changes in practice patterns
- Develop new models of education that support a more flexible workforce
- Develop and test new models of service delivery
- Develop more effective recruitment and retention strategies