











**PROGRAM**  
**2013 IHWC, May 6-9, 2013**  
**Loews Hôtel Le Concorde, Québec City, Canada**

**2013 IHWC Conference High Level Goals:**

- Explore HRH related issues germane to IHWC countries from a broader health system perspective, explored through a public policy, regulatory and/or research lens.
- Enable participants to identify key learnings that can be translated into their own spheres of professional activity, or joint projects within their own country or internationally.

<b>Monday May 6</b>	<b>08:00 REGISTRATION - <i>Foyer (3rd Floor)</i></b>
	<b>08:00 BREAKFAST - <i>Leduc Lismer (3rd Floor)</i></b>
	<p><b>08:45 TECHNICAL SKILLS WORKSHOP: HEALTH WORKFORCE PLANNING TECHNIQUES AND THE POLICY CONTEXT – <i>Suzor Coté (3rd Floor)</i></b></p> <p><b><i>Facilitator: Mr. Ian Crettenden, Health Workforce Australia</i></b></p> <p>This pre-conference one-day workshop to the 2013 IHWC meeting will focus on planning techniques, especially modeling, and the policy and political context. It will look at planning tools and how they fit into health workforce policy- and decision-making activities. The workshop will share the developments of the OECD and provide an opportunity for member countries to share interesting pieces of innovative work.</p> <p>Full details on the workshop program available at: <a href="http://rcpsc.medical.org/publicpolicy/imwc/IHWC_Technical_Skills_Workshop.pdf">http://rcpsc.medical.org/publicpolicy/imwc/IHWC_Technical_Skills_Workshop.pdf</a></p>
	<b>17:00 ADJOURNMENT</b>
	<p><b>18:30 WELCOME RECEPTION - <i>Galerie sur le Parc</i></b></p> <p><b>Loews Hôtel Le Concorde 1225 cours du Général-De Montcalm Québec City</b></p>

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<p><b>Tuesday May 7</b></p>	<p><b>07:30 REGISTRATION - <i>Foyer (3<sup>rd</sup> Floor)</i></b></p>
	<p><b>08:00 WORKING BREAKFAST (60 minutes) - <i>Borduas (3<sup>rd</sup> Floor)</i></b>  <b>COUNTRY CAUCUS #1</b>  Objectives: <ul style="list-style-type: none"> <li>○ Opportunity for members of individual country delegations to meet each other.</li> <li>○ Initial discussion/exploration of key issues associated with 2013 IHWC, with special focus on day 1 program material.</li> <li>○ Discuss possibility to split participation in different concurrent sessions to better ensure coverage of all conference themes, for later exchange.</li> </ul> Format: <ul style="list-style-type: none"> <li>○ Informal, round table discussions, facilitated by country lead (or delegate).</li> </ul> </p>
	<p><b>09:00 OPENING (20 minutes) - <i>Suzor Coté (3<sup>rd</sup> Floor)</i></b>  <b>Keynote Speaker:</b>  <b><i>Mr. André Picard, Public Health Reporter, The Globe and Mail</i></b></p>
	<p><b>09:20 PLENARY 1 (75 minutes) *NO PAPER</b>  <b>UPDATE ON HEALTH WORKFORCE AGENCIES - <i>Suzor Coté (3<sup>rd</sup> Floor)</i></b>  <b>Lead: <i>Dr. Erin Fraher, Director, Program on Health Workforce Research &amp; Policy, Cecil G. Sheps Center for Health Services Research</i></b>  Objectives: <ul style="list-style-type: none"> <li>○ Discuss progress since 2011 IHWC and identify potential issues that can inform/impact 2013 IHWC discussions.</li> <li>○ Explore opportunities for collaboration, further research, etc.</li> </ul> Format: <ul style="list-style-type: none"> <li>○ Panel style with moderator (Erin Fraher) and 1 presenter from each country: <ul style="list-style-type: none"> <li>▪ <b>CA:</b> Dr. Ivy Bourgeault, co-Director, Pan-Canadian Health Human Resources Network and Mr. Terry Goertzen, Assistant Deputy Minister, Public Health and Primary Health Care Division, Manitoba Health</li> <li>▪ <b>US:</b> Mr. Edward Salsberg, Director, National Center for Health Workforce Analysis, United States</li> <li>▪ <b>NZ:</b> Dr. Andrew Wong, Foundation Member, HWNZ Board</li> <li>▪ <b>AU:</b> Mr. Mark Cormack, Chief Executive Officer, Health Workforce Australia</li> <li>▪ <b>UK:</b> Ms. Meena Mahil, Head of Horizon Scanning &amp; Care Pathways, Centre for Workforce Intelligence</li> </ul> </li> <li>○ 09:20-10:00 – 8-10 minute presentations from IHWC countries.</li> <li>○ 10:00-10:35 - Question and answer period.</li> </ul> </p>
	<p><b>10:35 POSTER VIEWING / HEALTH BREAK (25 minutes) – <i>Krieghoff (3<sup>rd</sup> Floor)</i></b></p>



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**11:00 PLENARY 2 (90 minutes) - *Suzor Coté (3<sup>rd</sup> Floor)* \*NO PAPER DEBATE  
**PROVIDER AUTONOMY AND PUBLIC POLICY IMPERATIVES: WHICH SHOULD PREVAIL?**  
**Moderator: Mr. André Picard, Public Health Reporter, The Globe and Mail****

**Debaters:**

**Pro Profession View:**

**CA:** Dr. Anna Reid, President, CMA

**UK:** Professor Peter Kopelman, Principal, St George's, University of London

**Pro State View:**

**US:** Dr. Daniel Derksen, Professor & Chair, Public Health Policy and Management Section, Mel and Enid Zuckerman College of Public Health

**AU:** Professor Sabina Knight, Director, Mt Isa Centre for Rural and Remote Health, Australia

**Objectives:**

- Learn about differing perspectives about professional autonomy, including pros and cons for quality of health care and public/planners.
- Discuss these perspectives and areas of consensus and disagreement.

**Format:**

- 11:00-11:40 – 2 opposing views presentations (20 mins each max).
- 11:40-12:15 –discussion between debaters and participants.
- 12:15-12:30–I-Clicker vote by participants on “winner” of debate and wrap up.



**12:30 NETWORKING LUNCH (60 minutes) - *Borduas (3<sup>rd</sup> Floor)***



**13:30 PLENARY 3 (90 minutes) - *Suzor Coté (3<sup>rd</sup> Floor)* \*PAPER  
**ASSURING ADEQUATE SPECIALISTS, GENERALISTS AND A HEALTH WORKFORCE WHERE IT'S NEEDED: HOW DO WE BALANCE DEMANDS TO IMPROVE QUALITY, EXPAND ACCESS AND CONTAIN HEALTH CARE COSTS?****

**Moderator: Mr. Edward Salsberg, Director, National Center for Health Workforce Analysis, Health Resources and Services**






**Pannelists:**

**CA:** Dr. Paul Dagg, Clinical Professor, University of British Columbia and Medical Director, Tertiary Mental Health, Interior Health Authority

**US:** Dr. Lois Nora, President and CEO of the American Board of Medical Specialties

**AU:** Mr. Mark Cormack, Chief Executive Officer, Health Workforce Australia

**UK:** Professor Peter Kopelman, Principal, St George's, University of London

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	<p><b>13:30 PLENARY 3 – continued - <i>Suzor Coté (3<sup>rd</sup> Floor)</i></b></p> <ul style="list-style-type: none"> <li>• How can generalism and practice flexibility be supported and encouraged through education, policy, regulation and compensation? Are there models in the different countries that could provide insights for the others?</li> <li>• What patterns, policies and initiatives are being experienced by each country to promote higher quality and specialized care while balancing the need to meet the range of services required by their populations when and where they need them (without increasing costs)?</li> <li>• Why and where is greater specialization of the health workforce needed? What factors impede needed specialization?</li> <li>• What are the incentives to produce health care providers that deliver a wide range of services and/or provide services across multiple settings?</li> </ul>
	<p><b>15:00 ADJOURNMENT</b></p>
<p><b>Wednesday</b>  <b>May 8</b></p>	<p><b>07:30 REGISTRATION - <i>Foyer (3<sup>rd</sup> Floor)</i></b></p>
	<p><b>08:00 NETWORKING BREAKFAST (45 minutes) - <i>Borduas (3<sup>rd</sup> Floor)</i></b></p> <ul style="list-style-type: none"> <li>• To give IHWC participants opportunity to network with colleagues from own or other delegations</li> </ul>
	<p><b>0845 PLENARY 4 (1.75 hrs.) - <i>Suzor Coté (3<sup>rd</sup> Floor)</i> *PAPER</b>  <b>MAKING WORKFORCE INNOVATION REAL (world café format)</b>  <b>Lead: Mr. Etienne Scheepers, Executive Director, Workforce Innovation and Reform, Health Workforce Australia</b></p> <p>This session explores the policy, practice, implementation and research factors needed to successfully drive health workforce innovation on a large scale.</p> <p><b>Presenters:</b>  <b>CA:</b> Dr. Antoine Groulx, Director, Organization of Front-Line Integrated Services, Ministry of Health and Social Services  <b>US:</b> Dr. Elizabeth Mertz, Assistant Professor, Preventive and Restorative Dental Sciences, University of California  <b>AU:</b> Mr. Nick Lord, Project Manager, Health Workforce Australia  <b>UK:</b> Ms. Meena Mahil, Head of Horizon Scanning &amp; Care Pathways, Centre for Workforce Intelligence</p>



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**10:30 POSTER VIEWING / HEALTH BREAK (30 minutes) –**  
***Krieghoff (3<sup>rd</sup> Floor)***



**11:00 CONCURRENT SESSIONS (90 minutes) \*NO PAPER**

**SESSION 1: *Suzor Coté (3<sup>rd</sup> Floor)***  
**RECOGNITION AND INTEGRATION OF INTERNATIONALLY EDUCATED HEALTH PROFESSIONALS**

***Moderator: Mr. Steve Slade, Director of CAPER and VP Research & Analysis CAPER-ORIS***

**Pannelsits:**

**CA:** Dr. Ivy Bourgeault, co-Director, Pan-Canadian Health Human Resources Network

**US:** Dr. Polly Pitman, Associate Professor, Department of Health Policy, School of Public Health and Health Services, George Washington University

**AU:** Mr. Peter Allen, Chair, Agency Management Committee, Australian Health Practitioner Regulation Agency

**UK:** Professor Peter Kopelman, Principal, St George's, University of London

- What are the reforms/developments in each IHWC country policy that have helped meet health needs and/or promote skills development?
- Are there any critical success factors, levers, such as bilateral agreements, immigration policies that have enabled recognition?
- Do States integrate FQR within broader HRH planning and if so, how?



**SESSION 2: *Krieghoff (3<sup>rd</sup> Floor)***  
**RESEARCH IN ACTION: POSTER PRESENTATION OF NOVEL WORK (TOP POSTER FROM EACH COUNTRY)**






***Moderator: Professor Gail Tomblin Murphy, School of Nursing, Faculty of Health Professions and Director WHO/PAHO Collaborating Centre on Health Workforce Planning & Research***










**12:30 NETWORKING LUNCH (60 minutes) - *Borduas (3<sup>rd</sup> Floor)***

**12:30 CLOSED SESSION – OPEN TO PLANNING COMMITTEE MEMBERS ONLY PUBLICATIONS (60 minutes) – *Suite 410 (4<sup>th</sup> Floor)***

- Small group discussion around publications.

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<p><b>Wednesday May 8</b></p>	<p><b>Continued</b></p>
	<p><b>13:30 COUNTRY CAUCUS #2 (45 minutes)</b>  <b>Canada – <i>Krieghoff (3<sup>rd</sup> Floor)</i></b>  <b>Australasia – <i>Suite 410 (4<sup>th</sup> Floor)</i></b>  <b>United Kingdom – <i>Suite 414 (4<sup>th</sup> Floor)</i></b>  <b>United States – <i>Suite 415 (4<sup>th</sup> Floor)</i></b></p> <ul style="list-style-type: none"> <li>• Discuss issues and key learnings to date for country report at 14:15 Plenary 5 session.</li> <li>• Discuss topics to prepare for next day.</li> </ul>
	<p><b>14:15 PLENARY 5 (45 minutes) - <i>Suzor Coté (3<sup>rd</sup> Floor)</i> *NO PAPER</b>  <b>KEY TAKE AWAYS</b>  <b>Facilitator: <i>Dr. Marie-Dominique Beaulieu, President, College of Family Physicians of Canada</i></b></p> <p>Objective:</p> <ul style="list-style-type: none"> <li>○ To share understanding between different IHWC countries about lessons learned from participation in various sessions to date in order to help optimize individual and delegation experience.</li> </ul> <p>Format:</p> <ul style="list-style-type: none"> <li>○ Country leads or their delegates summarize key take aways: <ul style="list-style-type: none"> <li>▪ <b>CA:</b> Mr. Morris Barer, Director, Faculty, UBC Centre for Health Services and Policy Research</li> <li>▪ <b>US:</b> Dr. Erin Fraher, Director, Program on Health Workforce Research &amp; Policy, Cecil G. Sheps Center for Health Services Research and Dr. Elizabeth Mertz, Assistant Professor, Preventive and Restorative Dental Sciences, University of California</li> <li>▪ <b>AU:</b> Professor Ian Wronski, Pro Vice Chancellor, Faculty of Medicine, Health and Molecular Sciences, James Cook University</li> <li>▪ <b>UK:</b> Dr. Graham Willis, Head of Research and Development, Centre for Workforce Intelligence</li> </ul> </li> </ul>
	<p><b>15:00 ADJOURNMENT</b></p>
	<p><b>17:30 SHUTTLE TO CONFERENCE DINNER</b></p>
	<p><b>18:00 CONFERENCE DINNER</b></p> <p><b>Les Ancêtres Auberge et Restaurant</b>  <b>391 Chemin Royal, Saint-Pierre</b>  <b>Ile d'Orléans, Québec</b></p>

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<p><b>Thursday May 9</b></p>	<p><b>FOCUS OF DAY:</b> to identify key learnings that can be translated into individual spheres of professional activity (knowledge translation/transfer), or joint projects within their own country or internationally.</p>
	<p><b>09:00 NETWORKING BREAKFAST (45 minutes) - <i>Borduas (3<sup>rd</sup> Floor)</i></b></p>
	<p><b>09:45 PLENARY 6 (75 minutes) - <i>Suzor Coté (3<sup>rd</sup> Floor)</i> *NO PAPER FROM LEARNING TO APPLICATION: IDEAS AND CHALLENGES FROM DECISION-MAKERS</b>  <b>Lead: Dr. Graham Willis, Head of Research and Development, Centre for Workforce Intelligence and Ms. Meena Mahil, Head of Horizon Scanning &amp; Care Pathways, Centre for Workforce Intelligence</b></p> <p>Objectives:</p> <ul style="list-style-type: none"> <li>○ Share ideas and opinions with experts and colleagues on the key challenges.</li> <li>○ Identify the key drivers and prioritise the drivers by highest impact and highest uncertainty.</li> <li>○ Identify priority areas for joint action or collaboration.</li> <li>○ Follow up with a view to taking things forward.</li> </ul> <p>Format:</p> <ul style="list-style-type: none"> <li>○ Panel of knowledge users (one from each country) to facilitate: <ul style="list-style-type: none"> <li>▪ <b>CA:</b> Mr. Terry Goertzen, Assistant Deputy Minister, Public Health and Primary Health Care Division, Manitoba Health</li> <li>▪ <b>US:</b> Ms. Clese Erikson, Director of the Center for Workforce Studies</li> <li>▪ <b>AU:</b> Mr. Etienne Scheepers, Executive Director, Workforce Innovation and Reform, Health Workforce Australia</li> <li>▪ <b>UK:</b> Ms. Meena Mahil, Head of Horizon Scanning &amp; Care Pathways and Dr. Graham Willis, Head of Research and Development, Centre for Workforce Intelligence</li> </ul> </li> <li>○ 09:45 – Introduction and overview of the four challenges.</li> <li>○ 09:55 – Exercise; each table takes one challenge, one facilitator per table.</li> <li>○ 10:20 – Each table facilitator reports back.</li> <li>○ 10:45 – Vote on each area for joint action.</li> <li>○ 10:50 – Feedback; reflect back on what was achieved and discuss areas for joint action.</li> </ul>
	<p><b>11:00 HEALTH BREAK (15 minutes) - <i>Foyer (3<sup>rd</sup> Floor)</i></b></p>
	<p><b>11:15 PLENARY 7 (60 minutes) - <i>Suzor Coté (3<sup>rd</sup> Floor)</i> *NO PAPER OVERVIEW OF CURRENT HEALTH WORKFORCE PRIORITIES IN OECD COUNTRIES, AND POLICIES TO IMPROVE THE GEOGRAPHIC DISTRIBUTION OF DOCTORS.</b>  <b>Speaker: Mr. Gaetan Lafortune, Senior Economist, OECD</b></p> <p>Will serve as opportunity to learn of innovative work done outside the collaborative (IHWC), and to stimulate afternoon discussions about future of the IHWC and potential collaborations.</p>

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	<p><b>12:15 NETWORKING LUNCH (60 minutes) - <i>Borduas (3<sup>rd</sup> Floor)</i></b></p>
	<p><b>13:15 COUNTRY CAUCUS #3 (45 minutes)</b>  <b>Canada – <i>Krieghoff (3<sup>rd</sup> Floor)</i></b>  <b>Australasia – <i>Suite 410 (4<sup>th</sup> Floor)</i></b>  <b>United Kingdom – <i>Suite 414 (4<sup>th</sup> Floor)</i></b>  <b>United States – <i>Suite 415 (4<sup>th</sup> Floor)</i></b></p> <p>Objectives:</p> <ul style="list-style-type: none"> <li>○ Discuss issues and key learnings to date, including how to translate learnings into action.</li> <li>○ Possibly develop joint projects.</li> <li>○ Evaluate 2013 IHWC overall and provide feedback on structure of program (feedback will be given to next IHWC host country).</li> <li>○ Based on evaluation and key take-aways, discuss if IHWC should continue?</li> <li>○ If feel should continue, recommend issues/topics for next IHWC.</li> </ul>
	<p><b>14:00 PLENARY 8 (45 minutes) - <i>Suzor Coté (3<sup>rd</sup> Floor)</i> *NO PAPER FUTURE OF IHWC</b></p> <p>Objective:</p> <ul style="list-style-type: none"> <li>○ Discuss what worked well and less at 2013 IHWC conference.</li> <li>○ Discuss if IHWC should continue?</li> <li>○ Discuss any changes that might make IHWC more valuable if it is to be sustained.</li> </ul> <p>Format:</p> <ul style="list-style-type: none"> <li>○ Panel style with 1 presenter from each country: <ul style="list-style-type: none"> <li>▪ <b>CA:</b> Dr. Ivy Bourgeault, co-Director, Pan-Canadian Health Human Resources Network</li> <li>▪ <b>US:</b> Ms. Susan Skillman, MS, Deputy Director, Center for Health Workforce Studies, Rural Health Research Center, and Associate Director, WWAMI AHEC</li> <li>▪ <b>AU:</b> Mr. Mark Cormack, Chief Executive Officer, Health Workforce Australia</li> <li>▪ <b>UK:</b> Dr. Graham Willis, Head of Research and Development, Centre for Workforce Intelligence</li> </ul> </li> </ul>
	<p><b>14:45 INTRODUCTION OF NEXT HOST IF PLENARY SUPPORTS ANOTHER IHWC AND ADJOURNMENT OF CONFERENCE (15 minutes) – <i>Suzor Coté (3<sup>rd</sup> Floor)</i></b></p> <p>Following adjournment:</p> <ul style="list-style-type: none"> <li>• Global Planning Committee debrief</li> </ul>