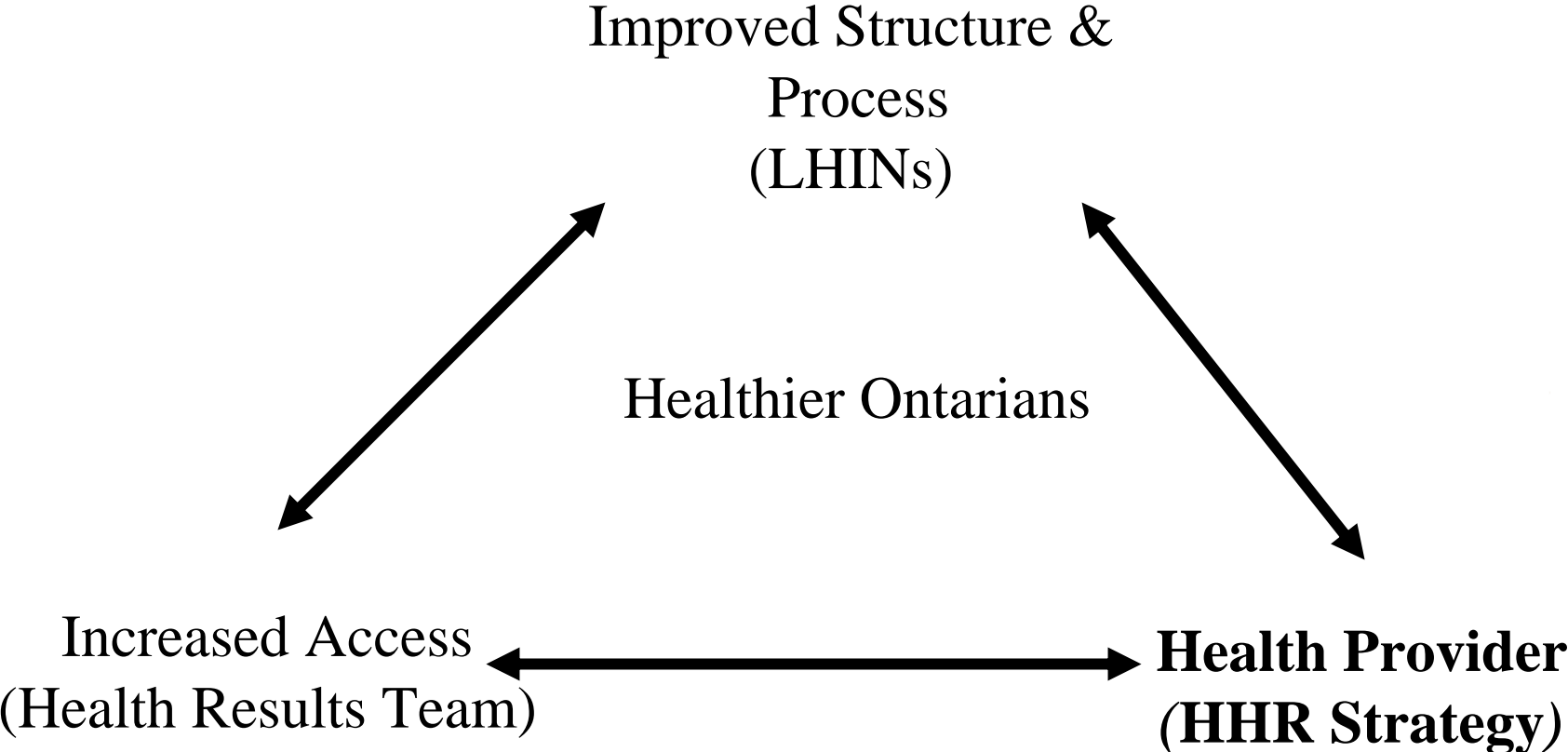


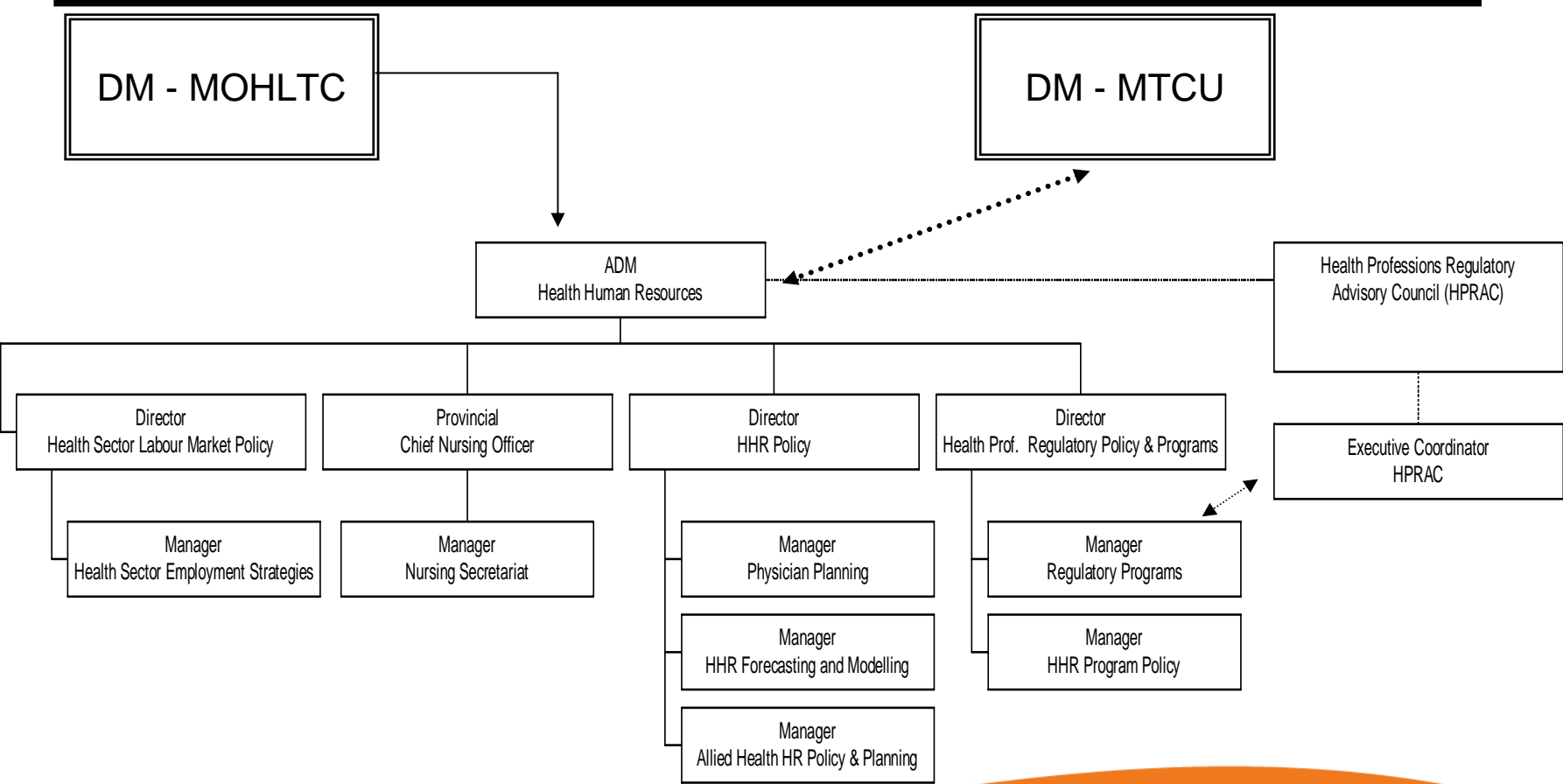
*Priorities and Innovations  
in Health Human Resources*

Health**Force**Ontario

# HealthForceOntario In Context



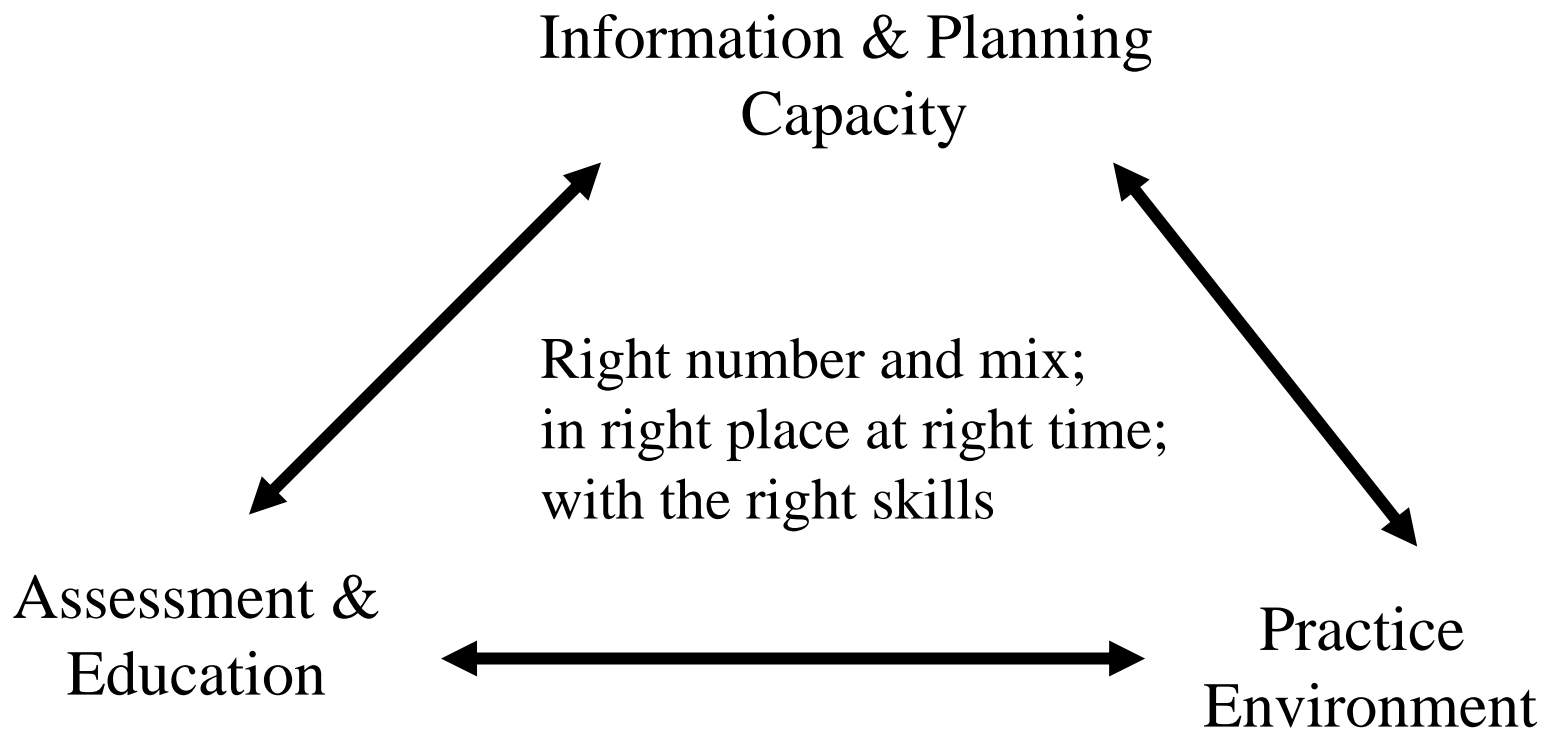
# HHR Strategy Division



## HealthForceOntario -- Principles

- Must include broad range of providers in the system
- Recognize educators, leaders, patients, family and community as key members of the strategy
- Align with government priorities
- Must engage government, providers, employers, planners, and the people who use the system
- Ensure safety and competency for patients and providers
- Encourage patient/client focused collaborative care
- Must recognize and treat health care providers as core assets, ‘value centres’, in the health care system
- Must be a ‘package’ for all sectors and players- short, medium and long term

# STRATEGIC FRAMEWORK



## Key Areas

1. Increase Supply
2. Healthy Work Environments
3. Interprofessional Practice
4. New and Expanded Roles
5. HHR Data and Modeling
6. Health Education System
7. Labour Market Engagement

## Increase Supply - Domestic

- Commitment to 1:1.1 ratio for post-graduate medical training
  - July '07 more positions than ever, more FP positions than ever before
- New medical school and three new campuses for existing schools (23% increase) – 100 more positions to be allocated
- More NP (75 to 200 over 6 years- 156 this year)
- New Graduate Nursing Guarantee – Every new graduate (RN and RPN will have a full time job guarantee starting in 2007)
- More Midwives, Diagnostic Technologists, Dietician Internships...

## Increase Supply - International

- HealthForceOntario Access Centre -A 'one stop shop' for internationally educated health professionals. Co-located with MCI
- CEHPEA - An independent, objective, assessment centre for internationally educated health professionals
- HealthForceOntario Recruitment Centre
- 90 to 200 training positions for IMG
- New pathways to licensure
- New CPSO policy approaches Fall 2008
- Bridging programs

## Centre for Evaluation of Health Professionals Educated Abroad

- Currently MD but planning on expansion
- Opened April 2007, State of the Art, secure, 42 Exam Rooms
- Over 4 years processed 4000 applications and offered >1800 exams
- Any IMG seeking PGY2+ or practice ready must be assessed
- Optional for those going through CaRMS (PGY1)
- Modified Assessment tool for Physician Assistants
- Open to sharing access – p/t visit

## Centre for Evaluation of Health Professionals Educated Abroad

- Anatomical and General Pathology
- General Surgery
- Internal Medicine
- Ob/Gyn
- Ophthalmology
- Orthopaedic Surgery
- ENT
- Paeds
- Psych
- Public Health
- Radiation Therapy
- Family Medicine

# Access Centre – One Stop Shop

- 4649 internationally educated health professionals (IEHPs) registered clients
- Physicians account for 72.4% of total clients
- The 7 Health Canada professions comprise 90.9% of total clients
- Over 13,350 client encounters since opening on December 18th, 2006
- Clients are split evenly between sexes
- Originated from over 150 different countries
- The top five countries of origin are:
  - India (13%)
  - Pakistan (10%)
  - China (7%)
  - Philippines (7%)
  - Iran (6%)
- Together these 5 countries comprise over 43% of all registered clients

# Healthy Work Environments

- Provision of N95 Masks
- Regulation requiring 'Safe' Sharps
- Bed Lifts for Nurses – Good evidence rolling in
- Late Career Nursing Initiative
- Pilot HWE programs
- Recognition/education campaigns
- Full strategy under development based on national Healthy Workplace Healthy Worker Strategy

# HHR Data and Modeling

- ADIN model for MD forecasting
- Allied health database
- New legislation to collect data from colleges
- RFP for modeling and for FTE redefinition
- HHR Expert Planning Body - soon
- LHIN support
- IT collection system for home care

## **Interprofessional Practice – Our Cornerstone!**

- IPE Offices at each AHSC and other schools
- Multi-Year Innovation fund
- Blueprint launched
- Implementation team struck
- Competency model
- Family Health Teams
- Anaesthesia Care Teams

## **New Roles and Responsibilities: Unlocking Existing Potential**

- Principles:
  - Safety First
  - Proof of principle
  - Local Champions
  - Area of Need
- Tools:
  - Legislation, regulation, medical directives, common sense
- Hardest and most delicate...most gratifying
- Recent maximizing scope of practice RFP
- New round of HPRAC reports being submitted to government

## **New Roles and Responsibilities: Unlocking existing potential**

- **Physician Assistant**
- **Nurse Endoscopist**
- **Surgical First Assist**
- **Clinical Specialist Radiation Therapist**
- **Scaling and Planning for Dental Hygienists without an order**
- **Regulation of: TCM, Homeopathy, naturopathy, Kinesiology, Psychotherapy**
- **Anaesthesia Assistants**
- **Pharmacy Assistants**
- **Prescribing authority for Optometrists**
- **RN-EC: New classes (3), prescribing authority and roles/powers**
- **Enhanced roles for Physiotherapists**

# Health Education

- Interprofessional work
- Allied Health Education Fund
- Exploration of a Clinical Placement IT program
- Increased supply
- Increased use of simulation equipment
- Refresher course for Family Physicians doing ER work
- Family Medicine Interest Group at each medical school
- Several entry to practice issues
- Numerous creeping credentialism situations
- Mentorship programs

# Labour Market Engagement

- Cross cutting theme to many initiatives – a challenge and an opportunity
  - New Grad Guarantee
  - Healthy Work Environments
  - New Roles and Responsibilities
- Large sector and MOH survey
- Highly charged area

**Thank You**  
**HealthForceOntario**