

The Role of Professional Associations in Health Human Resources: A Perspective from the Health Action Lobby (Canada)

**Regional Meeting of the Observatories
Of Human Resources in Health
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Origins of HEAL

- **Formed in 1991 out of concern about freezes/cuts in federal transfers – need to “plug the tub”**
- **7 founding members**
- ***Modus operandi* – sponsorship of credible research (fiscal federalism, core & comprehensive services)**

Evolution of HEAL

Currently, 28 members

- Health professional groups
- Health care sector (e.g., home care, hospitals)
- Health charities
- Special Interests

Secretariat – Canadian Physiotherapy Assoc.

www.physiotherapy.ca/heal

First Ministers' Accords of 2000, 2003, 2004

- Significant federal reinvestment

Evolution of HEAL

“Listening for Direction” – National consultation

- Confirms health human resources as top ranked issue for decision-makers in 2001 & 2004**

December 2003

- HHR identified as key common issue among HEAL members**

Summer/Fall 2004

- conducted detailed HHR survey among HEAL members**

Key Findings

- **National health organizations are actively engaged in HHR issues (e.g., policy advocacy, research)**
- **Greater policy capacity is needed in HHR among national health organizations**
- **Early, meaningful and ongoing engagement of stakeholders in HHR is essential**
- **National health organizations have much to contribute on HHR**

Engagement on HHR Policy Issues

- **Provider/workplace health (13)**
- **Sufficiency of educational and training opportunities, including clinical placements (12)**
- **Skill mix within and between disciplines (11)**
- **Regulatory issues (10)**
- **Employment opportunities (9)**
- **Public/private balance of funding for various disciplines (9)**

(x) number out of 18 responding organizations

Capacity Building

Better Data

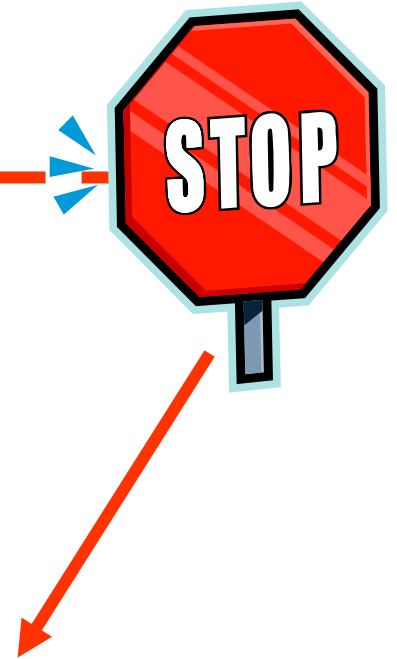
- **Completeness of coverage of provider population**
- **Availability of core data elements**
- **Ability to monitor entry & exit to practice**
- **Availability of workforce supply & demand projections**

Support for Multilateral Collaboration

- **Need to expand beyond small bilateral alliances**
- **Potential for common platform of basic fact-finding & research**
- **Increased emphasis on multi-disciplinary teams & interprofessionalism**

Meaningful Engagement

- Problem identification
- Problem definition
- Identifying policy options
- Policy Decision
- Implementation
- Evaluation



Unfortunately, this is where the consultation usually stops!

What HEAL Brings to the Table

- **Broad range of membership; takes a cross-cutting look at the system**
- **The perspectives of individual members working “at the coalface” in communities across Canada**
- **Links to provincial/territorial divisions or chapters, sister organizations at national level, international organizations**
- **Mutual trust/experience by working together on a range of issues**

What HEAL Would Like to See?

- **Mechanism to promote information sharing and enhanced policy capacity**
- **Mechanism to provide for routine consultations and exchange with governments**
- **Task force to conduct a rapid assessment of the trends, prospects and key issues of the various health disciplines in Canada**

Critical Success Factors for Strategic Alliances (Car Pooling):

- **Shared Destination**
- **Shared Values**
- **Shared Risk**
- **Shared Credit**