PHYSICIAN HEALTH AND WELLNESS IN CANADA: A NATIONAL ANALYSIS

Findings, themes and pan-Canadian opportunities

The CMA has prioritized physician health and wellness as one of its strategic priorities, and one of the key initiatives within this priority has been the Physician Health and Wellness National Analysis. This initiative aimed to build a foundational understanding of the current landscape (e.g., structures, programs and processes) to aid in designing a concrete action plan and inform a national framework.

FINDINGS AND KEY THEMES

System-level gaps:

- SERVICE AVAILABILITY AND DELIVERY
- ADVOCACY AND FUNDING
- MEDICAL PROFESSIONAL TRANSITIONS
- STANDARDS AND MEASUREMENT
- SYSTEM, MEDICAL AND ORGANIZATIONAL CULTURE

Pan-Canadian opportunities:

- National standards and measurement
- Enhanced advocacy
- Improve accessibility to services across Canada
- Medical professional transitions
- Shifting the system’s culture
- Advancing technology

RECOMMENDATIONS

Twelve recommendations were developed across the four key action areas:

National standards and measurement
Supporting the establishment of national goals and vision as well as standards, measures and outcomes.

1. Create a coalition for physician health and wellness with national-level stakeholders
2. Develop national vision, goals and value proposition
3. Develop common language, definitions, standards, and measures for physician health and wellness
4. Support Canadian-based research and innovation
5. Establish a National entity focused on medical culture

Partnerships and advocacy
Partnering across the Canadian healthcare system to improve collaboration in order to spread and scale progress, nationally and locally.

6. Partner to understand and address gaps
7. Support physician leadership training that focuses on physician health and wellness in the work environment
8. Investigate the opportunity to provide direct-to-physician virtual health and wellness services
9. Develop an approach to address professional transitions

Information and knowledge
Centralizing physician health and wellness knowledge and information, creating Canadian content and translating international leading practices.

10. Facilitate collaboration to drive culture change and promote healthy and safe work environments
11. Provide resources and information on Physician Health and Wellness topics and leading practices
12. Establish professional positions and training programs that focus on physician health and wellness

INSIGHTS INTO IMPACT

Current CMA Physician Wellness Initiatives

WELLNESS SUPPORT LINE
A 24/7 support line created and tailored for physicians, learners and their families, confidential, free of charge.

THE WELLNESS CONNECTION
A virtual platform offering free peer support and featured topical sessions for physicians and medical learners, led by trained facilitators.

PHYSICIAN WELLNESS HUB
A collection of over 300 curated physician health and wellness resources, targeted to physicians, trainees, leaders and educators.

NEXT STEPS FOR THE CMA

Looking to the future, the CMA is leveraging its role as connector and catalyst to make an impact in the space of physician health and wellness through areas such as:

- KNOWLEDGE SHARING
- OUTREACH AND ENGAGEMENT
- STANDARDS AND BEST PRACTICES
- SUPPORTS AND SERVICES
- DATA, RESEARCH AND QUALITY IMPROVEMENT
- PROMOTING AND SUPPORTING LEADERSHIP

For more information, please contact physicianhealth@cma.ca

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