

# Child and Youth Health Human ~~Resources: A Federal, Provincial,~~ Territorial Perspective

Remarks by  
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Child Health in the 21<sup>st</sup> Century: The Role of the  
Paediatrician in an Inter-professional  
Environment Invitational Workshop & Symposium

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# “Players”

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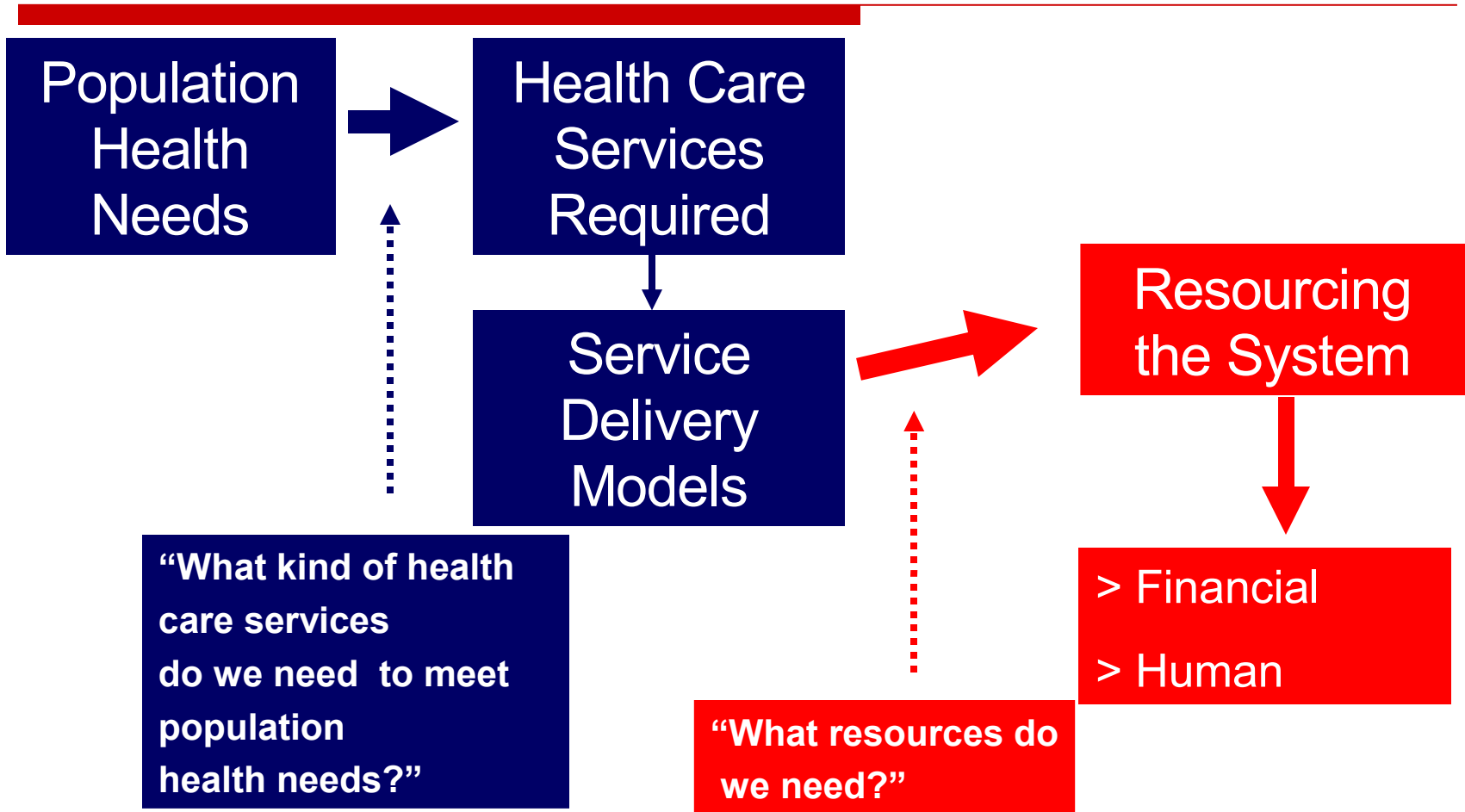
- Everyone here today plays an important role in our health care system
- Realize that we need to make changes to the health care system to address the challenges and opportunities the system currently faces
- Need to work together to be “players” in making change happen that will benefit Canadians
- Interprofessional practice models

# Health Services Planning Approach

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- Analysis and forecasting of population health needs
- Health services required to address population health needs
- Appropriate service delivery models to create a responsive health care system
- Identify financial and health human resources required
- Need to have the right provider at the right place / work through scope of practice issues

# Health Services Planning Approach



# Health Issues

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- Falling birth rate
- Increasing multiple birth rate
- Declining infant mortality
- Decreasing child mortality
- Fewer deaths due to external causes
- Increasing obesity
- Chronic disease
- Mental health
- Determinants of health (including social, community and environmental factors)

# Current System Challenges

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- High public expectations
- Needs of different populations
- Chronic disease management
- Health care technologies
- Economic and financial pressures
- Human resources
- Timely access
- Determinants of health

# System Directions

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- Each jurisdiction is responsible to develop and implement its own health system, service delivery and health human resource plans
- Improving access to care (The right service provider at the right time in the right place)
- Primary health care (e.g. community-based services, interdisciplinary models, scope of practice issues)
- Wellness & prevention
- Centres of Excellence (acute/tertiary care)
- Affordability & sustainability
- Health education reform (e.g. interdisciplinary education & creeping credentialism)

# Services: Opportunities

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- Early childhood development
- Children and youth at risk/with special needs
- Learning disabilities
- Schools
- Mental health
- Public health
- Literacy
- Chronic disease prevention and management
- Infectious disease
- Disaster planning
- Domestic & social violence
- Multicultural care
- Tobacco & substance abuse
- Family planning & sexual health
- Rural practice
- Preconception counselling & prenatal care
- Environmental health

# Services: Opportunities

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- Sports
- Advocating for child and youth rights
- Rural and remote care (networking, telehealth, telemedicine, etc.)
- Areas of high population growth
- Etc.
- Non-traditional practice
- Cost and value-added need to be considered

# Federal/Provincial/Territorial Collaboration on HHR Planning

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- Each jurisdiction needs to identify their own gaps
- Then we can have a picture of Canadian gaps
- How can we address these gaps by balancing supply and demand?
- A collaborative approach to HHR planning is required

- Collaboration between the health, post-secondary education & economic development sectors
- Planning in isolation has had the negative effect of resulting in competition between jurisdictions for limited HHR resources.

# The Framework

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- 2003 First Ministers' Accord on Health Care Renewal commitment to work together on health human resources planning
- 2004 First Ministers' Accord (10-Year Plan to Strengthen Health Care) commitment to continue and accelerate work on HHR action plans and initiatives to ensure adequate supply and appropriate mix of health care professionals
- The Conference of F/P/T Ministers of Health approved the *Framework for Collaborative Pan-Canadian HHR Planning* in October 2005.
- Stakeholder Engagement (2005-2006 Survey & 2006 Workshop)

# Key Features of the Framework

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- Patient-centred approach – population health needs drive health system design which drives HHR needs
- Each jurisdiction will continue to be responsible to develop and implement its own health system, service delivery and health human resource plans.

# Key Features of the Framework

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- The Pan-Canadian Framework promotes a collaborative approach on common, cross-jurisdictional issues and shared HHR information and planning resources to add value to existing jurisdictional planning.
- The Framework is designed to facilitate and increase collaboration between governments and stakeholders.

# Vision

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- Improved access to appropriate, effective, efficient, sustainable, responsive, needs-based health care services for Canadians, and a more supportive satisfying work environment for health care providers through collaborative strategic provincial/territorial/federal health human resources planning.

# Goals

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To enhance all jurisdictions' capacity to:

3. Plan for the optimal number, mix, and distribution of health care providers.
4. Work with employers and the education system to develop a health workforce that has the skills and competencies to provide safe, high quality care, work in innovative environments, and respond to a changing health care system and population health needs.
5. Achieve the appropriate mix and deployment of health providers.
6. Build and maintain a sustainable workforce in healthy safe work environments.

# Moving Forward on the Framework

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- Good HHR planning must:
  - Focus on the system we want not what we have
  - Be built from the ground-up and must actively engage providers, the public & other stakeholders
  - Requires intergovernmental collaboration & mutual learning
- Feedback on the Pan-Canadian Framework for Collaborative HHR Planning has been positive
- Positive climate for system change and collaboration exists

# Looking Ahead - Role of Pediatricians

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- Look at health needs
- Consider where system is heading
- Consider service opportunities
- Revisit traditional roles, practice patterns and access points
- Interprofessional practice models
- Define role for the future
- Design education and training to match