



Toward a Preferred Future Health Workforce

Health Human Resources
Expert Advisory Group Consultations
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Session Format

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- Overview of Consultation Process
- Results
- Validate Results
- Guiding Principles
- Input and Consensus

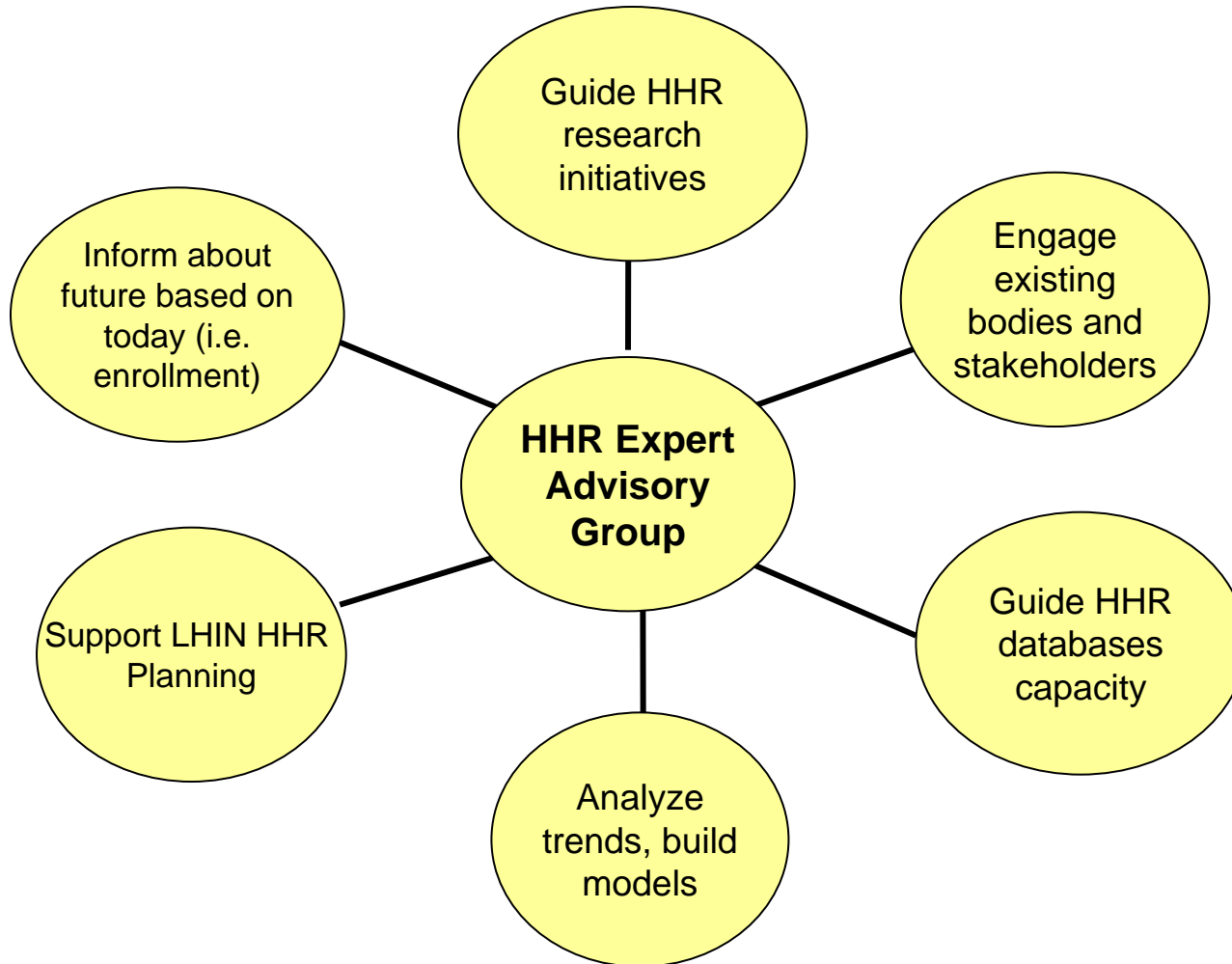
What is the Health Human Resources Expert Advisory Group?

Experts providing evidence-based intelligence on health human resources.

Specifically, looking at...

- Socio-demographic trends
- Epidemiology
- Economic conditions
- Social policies
- Impact of technology
- Ongoing capacity for health human resources planning

Role of the HHR Expert Advisory Group...





Steps Taken

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- 240 people invited to interviews and workshops held between August - October 2006
- LHINs, Health Regulatory Colleges, Professional Associations, Employer/Employee Associations and Stakeholders, Research/Education Sector, Internal Government
- 150 people from 90 organizations took part in the consultations (62.5% response rate)



Methodology

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- Background information package:
 - statement concerning a *proposed* purpose, objectives, structure and process and other background material.

- Standardized questions related to the 4 objectives for the HHR Expert Advisory Group

- Questions were sent in advance of the interviews or workshops

- A recorder took notes for each session. These were transcribed, analyzed and synthesized into the report



Results From Consultations

Key Themes Arising...






Potential Objectives Used in Consultations

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1. To develop evidence-based short, medium and long-term planning targets for supply and distribution of health professionals based on best available information
2. To provide advice and expertise to support new research activities and review existing HHR policy research reports and recommendations
3. To evaluate and monitor the impact of policy initiatives and planning targets
4. To inform LHIN and provincial HHR planning activities

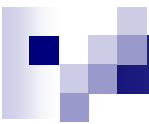


Objective 1 - Develop evidence-based short, medium and long-term planning targets for supply and distribution of health professionals based on best available information

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Findings...

- Need is critical/urgent for standardizing and synthesizing HHR data and research currently available
- Dedicated resources required to direct applied research to acquire missing data, and analytical capacity to translate data into meaningful recommendations
- Confidence in projections if valid, reliable, comparable data and independent analysis using advanced modeling techniques (e.g., the development of an HHR 'digital dashboard')



Objective 2 - To provide advice and expertise to support new research activities and review existing HHR policy research reports and recommendations¹¹

Findings...

- Regular consultation with stakeholders enhance EAG's credibility via:
 - Email and website
 - Face to face meetings
 - Forums and workshops

- EAG should be primary “go to place” for HHR planning

- Research needs to be better integrated into planning and evaluation of impact



Objective 3: To evaluate and monitor the impact of policy initiatives and planning targets

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Findings...

Measures for EAG's impact could be linked to:

- Quality Council's outcomes
- HHR balanced scorecard
- Patient satisfaction
- Access to care
- Enhanced productivity measures (Developed in collaboration with researchers and other stakeholders)



Objective 4 - To inform LHIN and provincial HHR planning activities

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Findings...

- Transparent process and evidence-informed recommendations would facilitate implementation
- Ensure Local Health Integrated Networks (LHINs) are involved in planning for local needs
- Regulatory colleges can be strategic partners in planning for HHR



Draft Guiding Principles *...laying the foundations*



Guiding Principles for HHR Expert Advisory Group

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Goal: To assist government in establishing the governance, terms of reference and structure of the Expert Advisory Group

Please review each principle and consider the following questions:

- 1. Are these valid principles arising from the consultations?**
- 2. Can you live with them?**
- 3. Are there critical principles or elements within principles missing?**



Draft Guiding Principles

The HHR Expert Advisory Group needs...

1. To conduct HHR planning based on provincial population needs (from the perspective of citizens/patients)

2. To have independent thinking to ensure credibility and success:
 - Objective thinking but not “independent”
 - Not caught up in “fire fighting”
 - Free of sector or interest group influences



Draft Guiding Principles

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The HHR Expert Advisory Group needs...

3. To have valid, reliable, comparable data to determine HHR requirement projections:
 - Assess, analyze and interpret data from various sources
 - Consider research for missing data
 - Consolidate current research recommendations
 - Guide standardization and development of HHR data collection



Draft Guiding Principles

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The HHR Expert Advisory Group needs...

4. To have members with the required competencies (skills, knowledge, judgment/experience):
 - Health human resources policy and/or planning, applied health services research (e.g., demography, statistics, epidemiology, critical appraisal, public policy formulation), information management and/or health system design, and advanced modeling techniques
 - Track record of HHR professional achievements, publications and activities
 - Evidence of success with collaborative partnerships (e.g., complex multidisciplinary research projects) and boards



Draft Guiding Principles

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The HHR Expert Advisory Group needs...

5. Consultation should be an ongoing and transparent process:
 - Ad hoc communications/dialogue, web based resources, publications, forums/workshops

6. To develop collaborative partnerships with national, provincial, local agencies, organizations and other groups involved with HHR
 - University research centers, ICES, CIHI, LHINs, associations/unions, Colleges/Regulatory bodies, employers etc., to gather information/engage and coordinate



Draft Guiding Principles

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The HHR Expert Advisory Group needs...

7. Access to quality health care is the measure of success
 - Reduction in wait times for target services
 - Reduction in number of people without primary care providers
 - Improved population satisfaction

8. To support and consult LHINs on local HHR needs

Going Forward

- Consensus
- Next steps
- Final comments

