

Summary of CPAC Human Resource Action Group Meeting on Oct. 3, 2008, Toronto, ON

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The Health Human Resource Action Group (HRAG) is one of eight priority Action Groups of the Canadian Partnership Against Cancer (CPAC) and has a critical role in facilitating the Partnership to meet its cancer control objectives because health human resources are the foundation for the delivery of all cancer control, from prevention to palliation.

The morning was spent in updates on various activities and studies that the HRAG has been involved in.

Andrew Padmos, Chair, welcomed the attendees and provided a brief update as to HRAG activities. He noted that CPAC is standardizing working groups to 8-12 members. This doesn't work well for the HRAG, due to the multiple service providers within the system and he has proposed a steering committee of 12 members, with a council of advisory members.

Jo Ann Miller from Hollander Analytical Services reported on the Service Delivery Models Project, Phase 1. Phase 1 is the development and validation of a framework/taxonomy matrix to be used for describing innovative and promising models of service delivery in cancer control. Phase 2 is model identification and description. Phase 3 is a stakeholder forum. Innovative or promising delivery model is some sort of advancement in one or more aspects of the delivery of cancer control services such as point of service, geographic setting, personnel, funding, coordination and integration of systems and processes.

Andrew Padmos reported that the Royal College of Physicians and Surgeons is working with IBM on an oncology HR planning and feasibility document. This will be a business-oriented approach and can be used to develop RFPs for future projects.

Christine DaPrat reported on the Workforce Climate Study and Scoping Study. The objective of the Scoping study was to complete a Pan-Canadian situational analysis of the cancer control workforce. The objective of the Climate study was to complete a Pan-Canadian HR scan to identify current issues and implications for the cancer workforce (high level). A Pan-Canadian coordinated approach to HR planning is recommended. Coordination on an on-going basis is also recommended.

The afternoon was devoted to priority setting for the upcoming 3 years. The action groups have to submit budget requests to CPAC and it was important for the HRAG to determine directions and deliverables for the future years. Three breakout groups each looked at the recommendations from the Workforce Climate and Scoping studies and prioritized them. The Steering Committee and Christine DaPrat will work to identify commonalities between the breakout groups to develop the priorities for the upcoming years.