

REPORT TO CAPhO

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Canadian Association of Provincial Cancer Agencies (CAPCA) and Canadian Partnership Against Cancer (CPAC)
Human Resources Joint Committee for the Cancer Workforce
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Human resources continues to be a significant issue for all areas of the health care system. In particular, in the area of cancer management, there is a need to ensure appropriate human resources. For Pharmacy, including both Pharmacists and Pharmacy Technicians, there are significant challenges in ensuring appropriate human resources are available. This joint meeting of the CAPCA and CPAC committees on human resources for the cancer workforce is intended to move forward with planning and actions to ensure appropriate resources for the future.

Background:

The Canadian Association of Provincial Cancer Agencies (CAPCA) created the Human Resources Policy Advisory Committee (HRPAC) in 1999 with representative drawn from each of the provincial cancer agencies and programs.

The Canadian Strategy for Cancer Control (CSCC) identified cancer health human resources as a priority concern and, in 2000, struck a committee called the Human Resources Action Group (HRAG). Because the CAPCA and CSCC objectives were the same, the two committees operated effectively as one.

The Canadian Partnership Against Cancer (CPAC) was announced Nov. 24, 2006 and its purpose is to implement the Canadian Strategy for Cancer Control. It is a not-for-profit corporation at arms-length from the federal government. While it is in early development stages of determining the board and operating structure, CPAC is supporting this working group.

The new committee, supported by both CAPCA and CPAC, is called the Joint Committee for the Cancer Workforce (JCCW). Its mandate is to coordinate the development of a national cancer workforce strategy to support the operational planning needs for cancer control in Canada.

At this meeting, in attendance are representatives from professional groups working in cancer care, but also the Canadian Institute for Health Information (CIHI), Canadian Cancer Society and governments.

Human Resources Planning Information System

CAPCA and CSCC have supported the Health Human Resource Planning Information System, a computer database to collect information and provide trending and data analysis of human resources within cancer. An individual database has been created for each province and includes both systemic therapy and radiation therapy. It also includes demographic information and

training data. To date, 4 provinces have agreed to participate and it is hoped that other provinces will also participate.

Scoping Study

A study has been proposed to Human Resources and Skill Development Canada (HRSDC) to complete an environmental scanning process and scoping study to validate the ability of the cancer control system to support a workforce study in cancer.

Mandate

The mandate of the JCCW is

To develop, implement and evaluate a Pan-Canadian integrated health human resources strategy to meet the needs of Canadians living with or at risk of cancer. This strategy is predicated upon quality services being delivered to Canadians in a timely fashion by the most appropriate systems and teams of caregivers across the cancer continuum (from prevention to palliation).

Workshop Outcomes

The workshop portion of the session was spent reviewing, defining and planning the implementation of the 4 key results areas:

1. Define and explain the Canadian health HR landscape in terms of (current and future) needs-based cancer services
2. Describe the components of the supply (inflow, stock and outflow) system for the cancer workforce
3. Construct HR delivery models to enhance all jurisdictions capacity to achieve the appropriate mix of health providers across the cancer control continuum in Canada
4. Establish and operate an effective HR planning information system (HR-PIS)

Recommendations on the Role of CAPHO

1. Continue to send a representative to the JCCW meetings.
2. Support the work of JCCW as it relates to Pharmacy HR issues
3. Provide linkages to key Pharmacy Managers to support the work JCCW