

## Report on the Canadian Strategy for Cancer Control Human Resources Action Group

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The Human Resources Action Group (HRAG) is one of the five priority action groups of the Canadian Strategy for Cancer Control (CSCC) and consists of representatives from the various cancer workforce job classifications as well as provincial cancer agencies/programs. Its task is to identify common approaches to human resource planning and alternative models of care delivery.

The HRAG has held several teleconferences and developed the following approach (known as Task Groups):

1. Define the cancer workforce problem set.
  - define and explain the nature and extent of the crisis in health human resources for cancer.
2. Describe the components of the supply system for the cancer workforce
  - examine the training programs in terms of intake and output of specialists and generalists
  - examine the issues of recruitment, repatriation and retention of members of the cancer workforce
3. Examine staffing patterns in cancer services and programs.
  - develop staff planning ratios
  - examine the model of care delivery
4. Create and maintain an information data system to track the cancer workforce
  - in conjunction with the Canadian Association of Provincial Cancer Agencies (CAPCA), design a Human Resources Information System
5. Develop advocacy and support for the cancer workforce.
  - develop a working relationship with stakeholders, policymakers and funding authorities to effect real change.

The HRAG met in Ottawa on May 9, 2003 to review initiatives so far and to develop a strategy for proceeding with the development of a national strategy.

The Honorable Senator Wilbert Keon (Senate Standing Committee on Social Affairs, Science and Technology) outlined the Federal government initiatives, particularly in terms of support for funding training spaces for medical, nursing and allied health professionals.

Representatives from the Health Human Resources Strategies Division of Health Canada also reported on their initiatives. Human Resources Development Canada (HRDC) is supporting health sector studies for Physicians (Task Force II), Nursing, Homecare, Pharmacists, Oral/Dental care and Social Workers. The Pharmacists Occupational Study is in the early planning stages and its objectives are to understand the root causes of the current shortage of Pharmacists in Canada, to arrive at recommendations to remedy the situation, and to develop, implement and ensure the maintenance of appropriate forecasting and monitoring tools.

A review of the work in each of the above five Task Groups was shared and future directions and linkages between the groups was discussed. Of particular interest, is the linkage with HRDC regarding the Pharmacists Sector Study, the need to define some key staff planning ratios and the need to support the information data system.

At present, I am currently participating on Task Group 2, but have linkages with Task Groups 3 and 4 as well. I will be connecting with HRDC regarding the Pharmacists Sector Study, and will also be connecting with CSHP regarding their workforce survey. I would also like to create a listing of the key Pharmacists in each province who are responsible for human resources issues in order to begin developing national consensus on some key staff planning ratios and to develop commitment to providing data to for the information data system.

If you are interested in more information, please do not hesitate to contact me at (604) 877-6098, ext. 2242 or via e-mail at [lnakas@bccancer.bc.ca](mailto:lnakas@bccancer.bc.ca)