

**MEDIA BACKGROUNDER**  
*September 2005*

## **First Annual Checkup on the Progress of the 10-Year Plan to Strengthen Health Care**

**Canadian Nurses Association Efforts to Advance Real Change**  
*A Health Human Resources Update*

### **Background**

In September 2004, the prime minister of Canada, premiers of provincial governments and leaders of territorial governments acknowledged the need to increase the supply of health professionals, including nurses and doctors. All governments agreed, through the historic signing of the 10-year plan to strengthen health care, to develop and make public their action plans, including targets for training, recruitment and retention for the health sector, by December 31, 2005.

The Canadian Nurses Association (CNA) has developed and shared evidence to assist governments in creating informed and integrated health human resources strategies.

### **National Nursing Sector Study**

In partnership with other national nursing groups, CNA released the first comprehensive picture of the nursing human resources situation in Canada in May 2005. The report, *Building the Future*, offers recommendations to ensure the health system can address the health needs of Canadians now and in the future.

The nursing stakeholders have scheduled workshops with officials in each provincial and territorial government to discuss the research findings relevant to their jurisdiction.

For more information, please visit ([www.buildingthefuture.ca](http://www.buildingthefuture.ca)).

## **Toward a Pan-Canadian Planning Framework for Health Human Resources**

To stimulate discussion among governments, CNA in collaboration with the Canadian Medical Association, developed a principle-based framework for human resources planning. The framework has three elements: patient-centered care, planning and career lifecycle. Using the principles, governments and planners will be able to effectively plan the recruitment and retention of health professionals. The framework is available on the CNA website.

## **Model for Human Resources Planning**

CNA has worked with experts as well as federal, provincial and territorial governments and employers to develop a needs-based simulation model for human resources planning. The model includes nurses and nurse practitioners working in interdisciplinary teams. Like the principle-based framework, this model offers a practical tool for governments. The document will be published in December 2005.

## **Access Measures**

CNA initiated a cross-country research initiative to identify and measure indicators of access to health services.

CNA has also prepared a report recommending elements and considerations to include in establishing benchmarks for wait times

## **Interdisciplinary Education and Practice**

CNA is a partner in six national projects aimed at enhancing interprofessional (interdisciplinary) collaboration in educational preparation and practice. This work offers to governments insight for human resources planning. Information on these activities is available through CNA.

*CNA is the professional voice of registered nurses in Canada. It is a federation of 11 provincial and territorial professional associations and regulatory bodies for registered nurses. CNA believes that the sustainability of a publicly funded, not-for-profit health system rests upon a vibrant nursing workforce.*

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