

Welcome to Fireside Chat # 396

June 5, 2014 1:00 – 2:00 PM Eastern Time

(Teleconference open for participants at 12:50 ET)

Building a Healthcare Human Resource Database Index:

5 Not-So-Simple Steps

Advisor on Tap:

David Williams

Senior Biostatistician

Pediatric Physician's Organization

Children's Hospital

Housekeeping : how a fireside chat works...

A screenshot of a website for 'CHNETWORKS' (www.chnet-network.ca). The page shows a presentation slide with the title 'CHRHSC PHPP Virtual Seminar - Résumé article'. The slide contains text about the seminar's purpose and objectives. A blue arrow points from the left margin towards the top right corner of the slide area.

Step #1 : Backup PowerPoint Presentation

▪ www.chnet-works.ca

Step #2 : Teleconference



All Audio by telephone

- If your line is ‘bad’ – hang up and call back in
- Participant lines muted
- Recording announcement

Step #3: The Internet Conference (via ‘ADOBE CONNECT’)

From our computer to yours



No audio via internet

A transmission delay of 1-2 seconds is normal

Difficulties? Firewalls - slow reception, disconnection :

Use the Backup PowerPoint Presentation (Instruction Step #1)



How to post comments/questions during the Fireside Chat



Joining in by
Telephone +

Adobe Connect Internet Conference

Use the text box!



Joining by
Telephone +
Backup PowerPoint

By email:

Respond to the 'access instructions email'
animateur@chnet-works.ca

Please introduce yourself!

- *Name*
- *Organization*
- *Location*
- *Group in Attendance?*





David Williams
Senior Biostatistician
Pediatric Physician's Organization
Children's Hospital
Faculty member at the Harvard Medical School.

- He completed his PhD in Population Health, with an emphasis on epidemiology and biostatistics, at the University of Ottawa in 2013.
- His dissertation involved primary analysis of a large neonatal research database.
- He returned for his PhD after a career as a consultant in organizational change in healthcare, service and government organizations.

Building a Healthcare Human Resource Database Index:

5 Not-So-Simple Steps



Building a Healthcare Human Resource Database Index

*“...we also know there are known unknowns;
that is to say we know there are some things
we do not know.”*

United States Secretary of Defense
Donald Rumsfeld

Building a Healthcare Human Resource Database Index

Objectives:

Identify sources of data for health human resources in Ontario and Canada as a whole for research, decision and policy making.

- Alternative sources
- Regulated and non-regulated health professions

Building a Healthcare Human Resource Database Index

Challenge #1: what is a healthcare human resource?

- What is not a healthcare human resource?
- When is healthcare resource not a resource?
- What is an alternative?

Building a Healthcare Human Resource Database Index

Challenge #1: what is a healthcare human resource?

Audiologists, Chiropractors, Dental Hygienists, Dietitians, Environmental Public Health Professionals, Respiratory Therapists, Speech-Language Pathologists, Dentists, Health Information Management Professionals, Medical Physicists, Midwives, Nurse Practitioners, Optometrists, Physicians (Excluding Residents), Psychologists, Licensed Practical Nurses, Medical Laboratory Technologists, Medical Radiation Technologists, Occupational Therapists, Pharmacists, Physiotherapists Registered Nurses, Traditional healers, Social workers, Marriage and other counselors – and that's not all!

Building a Healthcare Human Resource Database Index

Challenge #1: what is a healthcare human resource?

- Define your terms carefully.
- Start with a known set of operational terms.

Finding those is the challenge

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Challenge #1: what is a healthcare human resource?

- Relying on provincial regulations
- Variation between provinces

Building a Healthcare Human Resource Database Index

Challenge #2: When does a healthcare resource become a resource?

Building a Healthcare Human Resource Database Index

Challenge #2: When does a healthcare resource become a resource?

- Provincial regulation is a seductive resource
- Does regulation create a resource?

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Challenge #2: When does a healthcare resource become a resource?

A group of persons representing a health profession who wish to be regulated under *The Regulated Health Professions Act* must apply for such designation. Subsection 156(1) of *The Regulated Health Professions Act* provides that:

Applying to be a regulated health profession

156(1) If a group of persons representing a health profession wishes that profession to be regulated under this Act, the group must apply to the minister for the health profession to be designated as a regulated health profession under clause 8(a).

Subsection 156(2) of the Act notes that “the application must be in the form and contain the information required by the minister, and must be accompanied by the application fee prescribed by regulation.” Finally, subsection 156(3) provides that “an application under subsection (1) must be made by the organization that represents the majority of persons carrying on that health profession in Manitoba.”

Subsection 160 of the Act states “The Minister may charge to the group that made the application under section 156 all or part of the costs, including the administrative costs, incurred in conducting the advisory council’s investigation, as determined in accordance with the regulations.”

Manitoba *The Regulated Health Professions Act*

Building a Healthcare Human Resource Database Index

Challenge #2: When does a healthcare resource become a resource?

- A group of persons representing a health profession
- Regulated under *the regulated health professions act*
- Must apply for such designation.
- The application must be in the form and contain the information required by the minister...
- Must be accompanied by the application fee prescribed by regulation.”
- Must be made by the organization that represents the majority of persons carrying on that health profession in Manitoba.”

Manitoba *The Regulated Health Professions Act*

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Challenge #3: Who's counting?

- Counting regulated professions is not an easy task.
- Always look a gift horse in the mouth.

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Challenge #3: Who's counting?

- CIHI gave up
- Statistics Canada limited by lots of things
- Commercial data agencies do what sells.
- Academic studies are limited

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Challenge #4: What is being counted?

- A political question.
- Regulatory legislation is not simple.

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Challenge #4: What is being counted?

Applying to be a regulated health profession

156(1) If a group of persons representing a health profession wishes that profession to be regulated under this Act, the group must apply to the minister ...

“The Minister may charge to the group that made the application under section 156 all or part of the costs...

Manitoba *The Regulated Health Professions Act*

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Challenge #5: Pay attention to legislation

- A political issue at the heart of so many questions.
- How could anything so boring be so important?

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Challenge #5: Pay attention to legislation

- It's changing across Canada
 - *Umbrella vs. individual*
 - *Self-governance vs. governing boards*

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Challenge #5: Pay attention to legislation

- How could anything so boring be so important?
 - Public safety vs. closed access professions
 - Who is restricting access and why?

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Challenge #5: Pay attention to legislation
What happened to the competition?

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Challenge #5: Pay attention to legislation – is it keeping up with creative demands?

- Aboriginal healthcare
- Aging baby boomers (geriatric)
- Rural growth
- Immigrant healthcare methods
- Etc...

Building a Healthcare Human Resource Database Index

Identifying sources of data for health human resources in Ontario and Canada as a whole isn't as easy as it sounds.

Your comments/questions



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RCRHS
Réseau canadien sur les
ressources humaines en santé

CHHRN
Canadian Health
Human Resources Network