

CHHRN News



THE CANADIAN HEALTH HUMAN RESOURCES NETWORK

VOLUME 2 ISSUE 3

Highlighting the Champions in Health Care



INSIDE THIS ISSUE:

CHHRN Advisory Committee: Dr. Tony Scott	2
CHHRN Updates: Optimizing Scopes of Practice in the Naylor Report	3
Canadian Health Workforce Conference Updates Save the date CHWC 2016!	4
CHHRN Tools	5
CHHRN Membership Drive	6
CHHRN Webinars	7
CAHSPR HHR Theme Group Award Winners	7-9
HHR Research Spotlight: Dr. Maria Mathews	10
HHR Student Spotlight: Ms. Sarah Boesveld	11
Upcoming Events in HHR	12
Recently Released Reports	13
2015 HHR Publications	14
Recently Funded Research	15
Upcoming Funding Opportunities	16

Efforts to prioritize health care in the upcoming elections continues with increasing support from a wide-range of champions in health care and growing evidence that support a long-term strategy, the status of health workforce supply and the overwhelming concern of the Canadian population.

Among our many health care champions is the Health G4, the four largest pan-Canadian health organizations (CMA, CNA, CPhA, and HealthCareCAN) who continue to work tirelessly to deliver the message to federal party leaders to make a public commitment to prioritize health and health care in the upcoming elections and ensure that health and health care issues are on the debate agenda.

Health G4



Supporting these efforts are several key health workforce reports that describe not only the status of our current healthcare system but also crucial considerations with regards to its future. Among these are the **Naylor Report** which outlines salient recommendations towards strategies for long-term benefits health care reform (see page 13), the **CIHI Report on Regulated Nurses** (showcased in CHHRN News Volume 2 Issue 2) which raises serious concerns about the decline in the supply of nurses in Canada for the first time in two decades and the most recently released report by the **Canadian Medical Association's 15th Annual National Report Card** (see page 13) which emphasizes an overwhelming concern of the Canadian population regarding the present and future status of the health care system.

CHHRN

Advisory Committee



Dr. Anthony Scott

Professor, Health Economics Research Program, Melbourne Institute of Applied Economic and Social Research, University of Melbourne, Australia

Tony leads the Health Economics Research Program at the Melbourne Institute of Applied Economic and Social Research at the University of Melbourne, Australia. He jointly co-ordinates the University of Melbourne Health Economics Group. He has a PhD in Economics from the University of Aberdeen. Tony is a National Health and Medical Research Council (NHMRC) Principal Research Fellow. He is an Associate Editor of Journal of Health Economics and Health Economics, and is on the Advisory Board of CHHRN. Tony's research interests include the role of financial and other incentives in changing the behaviour and improving the performance of health care providers, with a focus on general practice and primary care and the labour markets of health care professionals. Tony is principal investigator on the landmark NHMRC Centre for Research Excellence in Medical Workforce Dynamics which houses the Medicine in Australia: Balancing Employment of Life (MABEL) panel survey of 10,000 doctors (www.mabel.org.au). This unique survey includes doctors of all types, at all stages of their career, and in all sectors. MABEL has been funded for 9 annual waves until 2016. The research focuses on factors influencing labour supply and workforce participation decisions by doctors, including career transitions and mobility across geographic areas. It examines the determinants of behaviour using panel data econometric techniques, and also uses discrete choice experiments. De-identified individual-level data are available for others to use, with over 100 users of the data. MABEL has currently produced over 30 peer reviewed papers, and research has had an impact on changing the incentives for GPs to locate in rural areas. In addition, we receive about 40 enquires per year about MABEL data from researchers and a range of medical professional organisations. Tony is also an author of a book for the World Bank: "Analyzing Markets for Health Workers: Insights from Labor and Health Economics".

"The behaviour of doctors is central to efficiency and equity in the health care system. Only by studying the factors influencing the decisions they make, can effective policies be designed to change their behaviour. MABEL has provided some unique insights into how doctors choose their specialty, how they allocate their time between the public and private sector, the work-life balance issues facing female doctors, and what influences doctors to work in and stay in rural areas. All of these decisions influence access to care by patients. Promoting more research around the health workforce through making datasets available, and linking health workforce data to patient-level data on health outcomes presents the greatest challenge. We will never know the 'right' number of health professionals to train unless we know their impact on health outcomes and costs."

-Anthony Scott



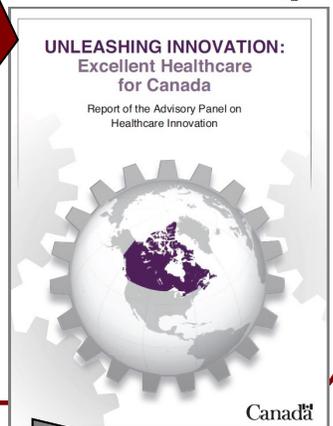
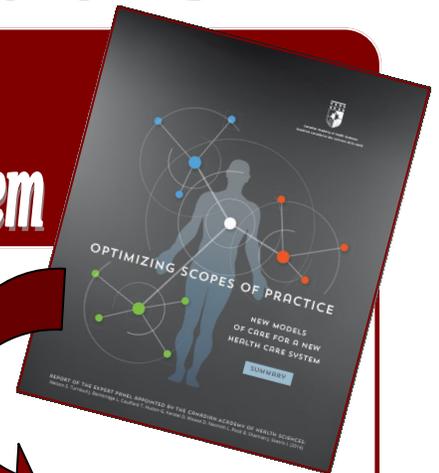
CHHRN Latest Updates

Noteworthy Publications

Optimizing Scopes of Practice New models of care for a new health care system

Since its launch, the report entitled “Optimizing Scopes of Practice: New models of care for a new health care system” published through the Canadian Academy of Health Sciences has gained considerable attention and has engaged and initiated important discussion across the country concerning the important recommendations outlined in the report including strategies for circumventing barriers towards innovative models of care optimizing scopes of practice. Following the launch, several workshops have taken place across the country to engage multiple stakeholders in these important discussions which has generated invaluable feedback and greater interest in moving forward some of the key recommendations.

More recently, findings from this report was strongly endorsed by Dr. David Naylor, Chair of the Advisory Panel on Healthcare Innovation in his recently released report entitled “Unleashing Innovation: Excellent Healthcare for Canada” in which they “urge governments and providers to implement in a timely fashion” (pg. 64) Moving forward, CHHRN is planning on holding a workshop at the upcoming Canadian Health Workforce Conference 2016 to discuss next steps.



Optimizing Scopes of Practice Workshop CHWC 2016!!

Check out HealthCareCAN’s video interviews with Dr. David Naylor, Chair of the Advisory Panel on Healthcare Innovation

“The Federal Government and provinces must help facilitate and catalyze innovation”- Dr. Naylor





CHHRN Upcoming Event

Canadian Health Workforce Conference 2016 *Optimizing the Canadian Health Workforce* Oct 3rd-5th 2016 at the Shaw Centre, Ottawa

Save the Date!

The Canadian Health Workforce Conference (CHWC) brings together policy makers, academics, researchers, practitioners and students from across the country with responsibility for and interest in health workforce issues.

The goal of the conference is to provide an opportunity to engage in knowledge exchange and meaningful discussion on a range of health workforce issues and showcase the latest research and cutting-edge technology and innovation for health workforce policy, planning and management across the country

Conference Theme: Optimizing the Canadian Health Workforce

The inspiration for this theme is the recently released report from the Canadian Academy of Health Science on Optimizing Scopes of Practice. This report set out a vision for a health workforce that was both more flexible and accountable to population and community health needs. This involves effective planning and efficient and equitable deployment of health workers to meet the changing health needs of Canadians.

Optimizing Scopes of Practice Workshop:

Plans are underway to hold a workshop around the “Optimizing Scopes of Practice Report” described on page 3. This workshop is tentatively scheduled for Monday October 3rd. Details and updates will be available through the CHHRN listserv and website.

Important Dates:

Online Registration: Jan 11, 2016

Call for Abstracts: Jan, 11, 2016

Call for Workshops: Mar, 31st 2016

Exhibit and sponsorship opportunities now available!

Join the CHHRN Listserv for updates!

CHHRN Tools



RECENT UPDATE

Online CHHRN Library

CHHRN has recently updated its online HHR library with over 400 new publications expanding the library to over 5,800 French and English resources and growing including:

- Journal articles as well as citation and summary information for restricted publications with links to full content.
- Grey literature such as reports
- Research-based resource materials
- Power point presentations
- *Over 230 (and growing) healthcare databases.*



With 400 new references added!

NEW

CHHRN HHR Innovations Portal

CHHRN partnered with the Health Council of Canada to initiate and populate their innovations portal with HHR innovations. We have gathered these together along with tools and innovations presented at the Canadian Health Workforce Conference to create an up to date showcase of innovative approaches and tools that address health human resource issues. Each innovation is categorized within the following themes:

- ◆ HHR Planning
- ◆ Scopes of Practice/Models of Care
- ◆ Mobility and Migration
- ◆ Rural, Remote and Aboriginal Communities
- ◆ Quality of Worklife



Showcase your publications and innovations:

info@hhr-rhs.ca

CHHRN HHR Membership Drive

CHHRN is calling all Canadian HHR researchers, policy decision-makers/knowledge users or other HHR experts as well as trainees at the graduate or postdoctoral level in HHR research to join a nation-wide network!

Our Goals:

- To provide access to the latest HHR information and evidence on innovative approaches to HHR development, training, financing, regulation, recruitment and retention.
- To gather, share, exchange and build capacity in high-quality health human resource research and provide access to ongoing research and model-development at pan-Canadian, provincial/territorial and local/regional service delivery levels.
- To connect experts, researchers and policy/decision makers in order to better coordinate research and support the development and implementation of high quality, evidence-based, HHR policies and best practices.

Membership Levels and Eligibility:

All network members are considered 'Expert Resources'.
The network is composed of four levels:

- ◆ Contributors
- ◆ Collaborators
- ◆ Decision-Makers/Knowledge Users
- ◆ Students



Join our pan-Canadian Network of HHR experts (CHHRN-ED)!

How to Join:

Send an email describing your expertise in HHR, the level of membership you would like to join and your cv to info@hhr-rhs.ca

CHHRN HHR Expert Database (CHHRN-ED)

CHHRN-ED is a searchable online database of key researchers, experts and decision-makers in health human resource issues in Canada (available via www.hhr-rhs.ca). The purpose of the directory is to better link expert resources in health human resource researchers to a range of stakeholders to help build research capacity, inform health policy and share innovative ideas and research on important health human resource issues.

Key Features

In addition to basic information about our key researchers, experts and decision makers in health human resources in Canada, our searchable online directory provides member-specific features that allows our expert resources the flexibility to create their own profiles and choose how their information is presented (i.e. publically or privately through the members-only feature).



CHHRN Webinars



Volume 2, Issue 3

HHR Webinars Coming This Fall!!

The Canadian Health Human Resources Network and CHNET-Works! have partnered together to host and/or promote webinars on HHR related topics from across the country to increase awareness and initiate important discussion on these issues and to help move research and decision-making agenda's forward in the field of health human resources. The following are upcoming webinars that will be hosted this fall



Establish a Succession Platform Which Responds to Your Regional Demographics

Presenter: Heather Murchison, North West Local Health Integration Network

Date: October 21st 2015 **REGISTRATION NOW OPEN!**



Primary Care Provider Perception of the Challenges of Managing Patients with Mental-Physical Multimorbidity: A Qualitative Study

Presenter: Matthew Menear, Laval University

Date: End of October 2015 *Registration details coming soon!*

CAHSPR HHR Theme Group "Best Student Poster" Award Winner



Improving Care and Support for Unpaid Caregivers in Ontario: Findings from a Citizen Panel

Presenter: Dr. Michael Wilson, McMaster Health Forum

Date: November 4th, 2015 *Registration details coming soon!*

CAHSPR HHR Theme Group "Best HHR Presentation" Award Winner

For information on how to register visit



CHNET-WORKS!

www.chnetworks.ca



Join the CAHSPR HHR Theme Group!

The CAHSPR HHR Theme Group is a subgroup of CAHSPR's broader membership comprised of researchers, decision-makers, policy makers, health professionals, and others who share an interest in health human resources research and policy.

Our mission is to:

- 1) facilitate networking, knowledge exchange and collaboration among individuals and organizations who have an interest in HHR research, policy and planning; and
- 2) To elevate the profile, and improve the dissemination of HHR research and policy development at the CAHSPR conference and within the broader CASHPR community.

CAHSPR 2016

See page 12

Visit www.cahspr.ca for details!



CAHSPR HHR Theme Group

AWARDS

Best HHR Presentation Award Winners



*Trends Among Specialist Physician Unemployment in Canada:
Gaining Understanding of this New Phenomenon*

Presenter: Mr. Arun Shrichand, Manager Health Systems and Policy, Royal College of Physicians and Surgeons of Canada

Co-Authors: Danielle Fréchette, Royal College of Physicians and Surgeons of Canada / Arun Shrichand, Royal College of Physicians and Surgeons of Canada / Steve Slade, Royal College of Physicians and Surgeons of Canada.

WEBINAR DETAILS COMING SOON!

Part-Time Nurse Faculty Intent to Remain Employed in Academia

Presenter: Ms. Era Mae Ferron, Project Coordinator, Public Services & Safety Association

Co-Authors: Ann Tourangeau, Lawrence S. Bloomberg Faculty of Nursing, University of Toronto / Greta Cummings, Faculty of Nursing, University of Alberta / Whitney Berta, Institute of Health Policy, Management and Evaluation, University of Toronto

*Improving Care and Support for Unpaid Caregivers in Ontario:
Findings from a Citizen Panel*

Presenter: Dr. Michael Wilson, Assistant Director, McMaster Health Forum

Co-Authors: François-Pierre Gauvin, McMaster Health Forum / John Lavis, McMaster Health Forum / Jenny Pleog, School of Nursing, McMaster University

JOIN THE UPCOMING WEBINAR IN NOVEMBER- SEE 8





CAHSPR HHR Theme Group

AWARDS



Best HHR Poster Award Winners



*Comprehensive Primary care Physicians:
Who are they and Whom do they Serve?*

Presenters: Ms. Susan Schultz, Epidemiologist and
Dr. Rick Glazier, Senior Epidemiologist, Institute for
Clinical Evaluative Sciences (ICES)

WEBINAR DETAILS COMING SOON!



*Primary Care Provider Perception of the Challenges of
Managing Patients with Mental-Physical Multimorbidity:
A Qualitative Study*

Presenter: Mr. Matthew Menear, Post-Doctoral Laval University

Co-Author(s): Pasquale Roberge, Université de Sherbrooke / Anne-Marie
Cloutier, CRCHUM / Louise Fournier, Université de Montréal

JOIN THE UPCOMING WEBINAR IN OCTOBER- SEE PAGE 8

*Gender Differences in Primary Care Clinical Activity and
Update of Incentive Programs in British Columbia:
A Preliminary Analysis*

Presenter: Ms. Lindsay Hedden, PhD Candidate, School of Population and
Public Health, UBC

WEBINAR DETAILS COMING SOON!



HHR Researcher Spotlight



Maria Mathews

Dr. Maria Mathews is a Professor of Health Policy/Health Care Delivery in the Division of Community Health & Humanities, Faculty of Medicine, Memorial University of Newfoundland (MUN). She holds a PhD in Health Policy, Management, and Evaluation from the University of Toronto and a Masters in Health Services Administration from the University of Alberta. Her research focuses on physician workforce issues, particularly the rural workforce; physician recruitment, retention and migration; and international medical graduates. She is currently leading a CIHR-funded project examining the retention and credentialing of Canadians who Study Abroad and other International Medical Graduates in Canada; a NLCAHR-funded project on the impact of retention bonuses on physicians in Newfoundland and Labrador, and a MUN MRF-funded project on developing community-level metrics of physician turnover. She has also developed a CFI-funded database of physicians in Newfoundland and Labrador to support her research on the provincial physician workforce.

UPCOMING PRESENTATION

Identifying predictors of physician retention in a Canadian province. Implications for future provincial physician needs

Samarasena A, Ryan D, Mathews M. *presentation at* International Association for Medical Education annual conference, Glasgow, UK, September 5-9, 2015.

MOST RECENT HEALTH HUMAN RESOURCE PUBLICATIONS

Financial Recruitment Incentive Programs for Nursing Personnel in Canada

Mathews M, Ryan D. (2015). *Nursing Leadership*, 2015; 28(1):41-52.

A cross-sectional study of 2014 work locations of Memorial University medical graduates

Mathews M, Ryan D, Samarasena A. (2015) *CMAJ Open*, 3(2): E217-E222.

Evaluation of Physician Return-For-Service Agreements in Newfoundland and Labrador.

Mathews M, Health SL, Neufeld SM, Samarasena, A. (2013) *Health Policy*, 8(3): 42-56.

**Dr. Mathews is also featured in our
HHR Planning Theme Page: www.hhr-rhs.ca**

**For more publications by Dr. Mathews
and other HHR related publications search**



HHR e-Library



HHR Student Spotlight



Sarah Boesveld

Sarah Boesveld is a registered nurse with expertise in health systems and policy. She obtained her Master of Science in Health Systems and Public Policy from the University of Edinburgh (Scotland) in 2009 and is currently a doctoral student at McMaster University (Hamilton, Ontario) in the interdisciplinary Health Policy program, political studies stream. Sarah also completed the Ontario Training Centre in Health Services and Policy Research diploma program, which included an internship at the Health Human Resources Strategy Division at the Ontario Ministry of Health and Long-Term Care.

Previous research that Sarah has been involved in examined the development of nurse practitioner-led clinics in Ontario, the introduction of physician assistants to Ontario, and patient and public engagement in health technology assessment. These projects contribute to the overarching theme of her research, which is to explore how individuals and groups outside of government influence health policy-making.

Her current research interests are focused on groups in the health workforce. Specifically, Sarah's doctoral work uses qualitative methods to study the policy involvement of health professional associations. Health professional associations are mandated to advance the profession, for instance by advocating for members to be able to practice to their full scope. Increasingly these groups appear to take action on more public-oriented policy issues; for instance, a number of health professional associations in Ontario have recently collaborated on medical tourism. Yet despite their importance in health policymaking processes, little attention has been paid to conceptualizing health professional associations as interest groups, and in particular to exploring what motivates their policy actions.

Sarah drew on political science theoretical approaches to studying interest groups to develop an organizing schematic. This schematic guided a review of published articles focused on the policy involvement of health professional associations. A striking finding from the review is that none of the included articles discussed the underlying motivations of the health professional associations (i.e., the extent to which groups were driven by self-interest or other interests).

To begin to fill this gap, Sarah interviewed twelve senior staff at the policy and executive levels of professional associations in Ontario representing six different health professions (two participants per association). The purpose of these interviews was to explore how the policy leaders of professional associations view their organizations' roles around policy issues, and what motivates their organizations' involvement. Preliminary analysis suggests that health professional associations in Ontario have policy interests that span narrow professional self-interests, to broader societal interests. These interests are underpinned by different ideas – organizational mission statements, professional values, professional culture and history – that participants believe shape how the members and the Boards of their respective associations think policy involvement.

Sarah is currently wrapping up the analysis of interview data. The findings of her work add to our understanding of health professional associations as a type of interest group. A broader contribution of her work is to highlight the usefulness of political science ideational theory in explaining what motivates the policy involvement of groups.

For more information about Sarah's work, please contact boesves@mcmaster.ca

Connect with our pan-Canadian HHR community via





Upcoming Events in HHR Save the Date!

Community Health Centres 2015 Conference

Agents of Care, Agents of Change

Date: September 16-18, 2015

Location: Ottawa, ON

More information: www.cachc.ca/acac2015

Centres for Learning, Research and Innovation (CLRI) in Long-Term Care Conference

Building Momentum for Long-Term Care

Date: November 9th-10th 2015

Location: Fairmont Château Laurier, Ottawa, ON

More information: www.clri-ltc.ca/conference/

NHSRU Health Care Employment Summit

Quality Workforce for Quality Care: Integrating Diverse Staff

Date: November 17, 2015

Location: New OHA Education Centre, Toronto, Ontario

More information: www.nhsru.com

2015 Conference for IENs

IENs: Partners in Healthcare Diversity

Date: November 19-20th 2015

Location: Ramada Plaza Hotel, Toronto, Ontario

More information: www.care4nurses.org/events/2015-conference-for-iens/

Coming in 2016!!

★ CHSPR Health Policy Conference April 5-6 2016

★ CAHSPR Conference May 9-10 2016

★ Canadian Health Workforce Conference (see page 4)

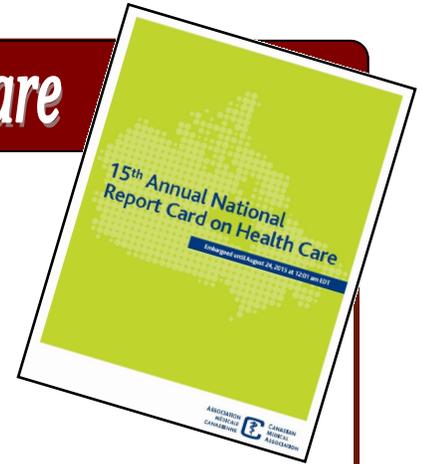


Recently Released Reports

15th Annual National Report Card on Health Care

Published by: Canadian Medical Association

Overview: These are the findings of the Canadian Medical Association's 15th annual National Report Card on the health care system in Canada. Since 2001, the CMA has asked Canadians to assign letter grades to their health care system overall and to a number of key aspects of the system. In addition, each year the National Report Card also examines a specific area of the health care system.



92% of Canadians want enough health care professionals trained to provide health care to seniors

DemandAPlan.ca

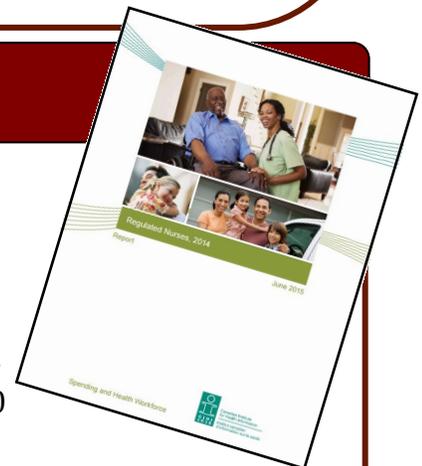
This year, Canadians were asked a series of questions about their views on the future of seniors' health care, including a National Strategy on seniors' care.

Read full report under Tools-Reports on the CHHRN Website.

Regulated Nurses, 2014

Published by: Canadian Institute for Health Information

Overview: Supply of nurses in Canada declines for the first time in 2 decades. For the first time in 2 decades, more regulated nurses left their profession than entered it, according to a recent report from the Canadian Institute for Health Information. While growth in the regulated nursing workforce (those working in the profession) has remained stable over the last 10 years, the supply of regulated nurses (the broader group of nurses who are eligible to work) dropped 0.3% in 2014 from the previous year. Specifically, the supply of RNs declined 1.0%, mitigating reduced growth among LPNs and RPNs.



Regulated Nurses, 2014 examines supply, demographic and workforce trends for the country's largest group of health care professionals at a national level. The total supply of nurses in Canada was 406,817 in 2014. This consisted of 293,205 RNs (including 3,966 nurse practitioners), 107,923 LPNs and 5,689 RPNs.

Read full report under Tools-Reports on the CHHRN Website.

**Showcase your HHR related reports!
Contact info@hhr-rhs.ca for details.**

Recent HHR Publications

**More available
on CHHRN
e-Library!**

2015 HHR Related Publications

Spreading best practices for home care of older adults: a grounded theory study

Authors: Ploeg, J., Markle-Reid, M., Davies, B., Higuchi, K., Gifford, W., Bajnok, I., McConnel, H., Plenderleith, J., Foster, S. & Bookey-Bassett, S.

Publication: Implementation Science, Volume 9, Issue 1, Pg. 162

Forms of Capital as Facilitators of Internationally Educated Nurses' Integration into the Registered Nursing Workforce

Authors: Covell, C.L., Neiterman, E. & Bourgeault, I.L.

Publication: Canadian Public Policy, Volume 21, Issue S1, Pg. S150-S161

Leaders' experience and perceptions implementing activity-based funding and pay-for-performance hospital funding models: A Systematic Review

Authors: Baxter, P., Hewko, S., Pfaff, K., Cleghorn, L., Cunningham, B.J., Elston, D. & Cummings, G.G.

Publication: Health Policy, Volume 119, Issue 8, Pg 1096-1110

A description of nurse practitioners' self-report implementation of patient-centered care

Authors: Sidani, S., Collins, L., Harbman, P., Hurlock-Chorostecki, C., MacMillan, K., Reeves, S., Donald, F., van Soeren, M. & Staples, P.

Publication: European Journal of Person Centered Healthcare, Volume 3, Issue 1, Pg 11-18

Simulation Models for the development and acquisition of interprofessional competencies

Authors: Gamble, B., Graham, L., Goulding, H. & Moreau, E.

Publication: Ontario Society of Medical Technologists' Advocate, Volume 21, Issue 4, Pg 19-20

Working through and around: Policies and practices of rural public health nurses promoting women's health

Authors: Leipert, B., Regan, S. & Plunkett, R.

Publication: Online Journal of Rural Nursing and Health Care, Pg 74-99

Deploying health human resources: Scopes of practice, skill-mix and shifting tasks in the provision of health care

Authors: Bourgeault, I.L. & Merritt, K.

Publication: In Kuhlmann, E., Blank, R.H., Bourgeault, I.L. & Wendt, C. *The Palgrave International Handbook of Healthcare Policy and Governance*: Palgrave

A qualitative study of nursing assistants' awareness of person-centered approaches to dementia care

Authors: Hunter, P.V., Hadjistavropoulos, T. & Kaasalainen, S.

Publication: Ageing and Society, Pg 1-7

Impact of allowing pharmacists to independently renew prescriptions: A population-based study

Authors: Law, M.R., Cheng, L., Kratzer, J., Morgan, S.G., Marra, C., Lynd, L.D. & Majumdar, S.R.

Publications: J Am Pharm Assoc, Volume 55, Issue 4, Pg 398-404.

Showcase your HHR publications!

PAGE 14 Contact info@hhr-rhs.ca for details.



Recently Funded Research Congratulations to the following CHHRN Members!

CIHR Operating Grant Recipients

A new approach to studying retention: following the professional journey of midwives in Canada

Funding Amount: \$343,557

Duration: Five years

Principal Investigators: Derek Lobb, Isik Zeytinoglu

Abstract: Midwifery as a regulated, licensed profession is a new addition to our health care system. It has proven to bring many benefits to women and their newborns and is much less costly than physician provided maternity care. At the same time there has been a significant reduction in the number of doctors providing maternity services, so we are facing a significant shortfall in women's health care delivery in Canada. Midwifery is part of the solution to address this critical gap. The number of births in Canada continues to grow, but the numbers of trained maternity health care providers, especially midwives are not keeping up. This is due in large part to an alarmingly high attrition rate among midwifery trainees (close to 25%) and working midwives (20% in some provinces). Retention of health care professionals is critical for Canadian policy makers and governments. To make the changes that will retain workers and sustain our health care system requires the type of research and we propose in this grant. The goal of this research proposal is to examine the workforce trends of Canadian midwives in order to improve retention. We need to understand the workplace experiences of Canadian midwives in order to improve retention. We need to understand the workplace experiences of Canadian midwives from their initiation to the profession in university, up to and including 10+ years in actual practice. Our study will be a pan-Canadian on-going survey following the students at the seven national midwifery schools as well as practicing midwives at important steps in their careers. It will allow us to understand how different stages impact the available workforce and to understand how these women maintain their work-life balance while managing their career and personal life. Our research will recommend policy changes that will ultimately increase the number of working midwives and provide improved maternity care to Canadian women.



**More recently funded HHR research available
on the CHHRN website
under "Research in Progress"**

HHR Research
In Progress



Upcoming Funding Opportunities



CIHR Operating Grant: Knowledge to Action

Application Deadline: October 1 2015

Anticipated Notice of Decision: May 30 2016

Funding Start Date: June 1 2016



CIHR Partnership for Health System Improvement

Application Deadline: October 15 2015

Anticipated Notice of Decision: June 30 2016

Funding Start Date: June 1 2016

For more information about these opportunities visit:

www.researchnet-recherchenet.ca

Or visit the CHHRN website under News- Funding Opportunities:

www.hhr-rhs.ca

CHHRN Letter of Support

We are very pleased to provide letters of support for upcoming research proposals in HHR- from the CIHR Meeting, Planning and Dissemination Grants, the Open Operating Grants and Partnership for Health System Improvement Grants and beyond. These letters outline the many resources available to members and include knowledge dissemination of HHR research through CHHRN's website, social media and newsletter to CHHRN's Pan-Canadian HHR Community.

For more information contact:

info@hhr-rhs.ca

Follow Us



University of Ottawa
1 Stewart Street, Room 229
Ottawa, On
info@hhr-hrs.ca



CHHRN
Canadian Health
Human Resources Network