Deliberation about the problem

Dialogue participants focused on six dimensions of the problem: 1) health workforce planning is not routinely or systematically undertaken; 2) health workforce regulation complicates planning efforts; 3) the needs of patients are not incorporated into planning efforts; 4) the definition of health adopted by policymakers and stakeholders is too narrow to make meaningful progress in health workforce planning; 5) demographic changes and shifts in health-system arrangements create uncertainties when planning for the future health workforce; and 6) political constraints have hindered progress in health workforce planning.
Deliberation about next steps

During the deliberation about next steps, most dialogue participants agreed that there are a number of commitments that could be considered by all stakeholders interested in improving health workforce planning: 1) establishing an inclusive group to achieve consensus around health workforce-planning priorities, including the creation of a comprehensive process for health workforce planning to ensure progress is made; 2) committing to a true ‘patients first’ approach to care, whereby health workforce needs are matched to the diverse needs of communities across the province; 3) taking advantage of the opportunities that government initiatives present for initiating system transformation and disruptive innovation (e.g., the Patients First Act and ‘health accord’ renewal); 4) pursuing the many short-term wins that present themselves, evaluate what works, and commit to scaling up effective approaches; 5) recognizing the need to balance macro-level system needs with micro-level needs of local communities; and 6) working collectively and inclusively to avoid the turf wars that have plagued past efforts.

Dialogue deliverables

To learn more about this topic, consult the evidence brief that was presented to participants before the dialogue, the summary of the dialogue, and view the interviews with dialogue participants.

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