

## PHYSICIAN RESOURCE MANAGEMENT

Physician services consumed 14.2 percent of total health expenditures in Canada in 1994. The percentage of provincial government health expenditures consumed by physicians peaked at 20.9 percent in 1994, down from 21.8 percent in 1991 (4). Although the portion consumed by physicians is substantial, there are estimates that decisions made by physicians influence up to 80 percent of total health expenditures. Faced with an increasing number of physicians and declining fiscal resources, a growing number of provinces have chosen to implement plans to manage the number, mix, and distribution of physician resources.

Current plans to manage physician resources have been initiated at the provincial level and although the Provincial/Territorial Ministers of Health agreed that a national plan would be completed by March 31, 1996, to date the plan has not been implemented. A major physician concern with the various provincial plans has been physician mobility. The plans put in place have varied from thorough and well thought out to quick responses designed to protect a province from the results of another province's plan. The physician community's concern with the disparate nature of the plans prompted the Provincial/Territorial medical