

To solve the problem of the shortage of physicians in outlying areas, many witnesses stressed the importance of offering financial incentives to encourage medical personnel to settle in these regions. The Canadian Medical Association believes that financial incentives alone are not enough to persuade physicians to practise their profession in under-serviced areas, because other factors, such as the quality of professional and social life, the proximity of teaching institutions and the possibilities of employment for their spouses also influence the decision to move outside the major urban centres. The CMA considers that the best way of attacking the problem of under-serviced regions must be through the educational system. It argues in its brief that medical resource planning requires a shared approach, which should be national in scope, take into account provincial and territorial resources, and be based on assessment and planning of regional needs.

RECOMMENDATION

- 35. That the federal government develop a national policy on planning for health care human resources (physicians, nurses and other health professionals).**

Under this national policy, the Committee would like to see addressed such issues as the geographic distribution of physicians and the shortage in specialities, the increasing participation of women in the medical sector, the situation in the nursing profession, the shortage and distribution of health professionals, and the appropriate role of all health care personnel.

The shortages and maldistribution of health human resources are evident in all provinces and territories. As solutions to these problems, the professional associations that appeared before the Committee recommended, among other things, planning the intake of students admitted to courses in the health professions in universities, the designing of new graduate and post-graduate programs and the expansion of training programs in hospitals and community settings. Many witnesses suggested that the federal and provincial governments should help to fund current research on improving the training, use and supervision of professionals, as well as the recruiting and retaining of personnel.

RECOMMENDATION

- 36. That, as part of the national policy on planning for health care human resources, the Federal-Provincial Advisory Committee on Health Human Resources establish specific national resources targets and**