



# Canadian Health Professionals Secretariat

**Meeting Report**

Ottawa

April, 2005

## **Participants**

### **AAHP**

Ken Bulger

### **HSAA/NUPGE**

Elizabeth Ballermann  
Carol Lawson  
Melissa Field

### **HSABC/NUPGE**

Cindy Stewart  
Joan Magee  
Hans Brown

### **HSAS**

Chris Driol  
Allan Shalansky

### **MAHCP**

Wendy Despins  
Lee Manning  
Michael Kleiman

### **MGEU/NUPGE**

Lois Wales  
Linda Butler

### **NAPE/NUPGE**

Gilbert Butt

### **NBUPPE/NUPGE**

Debbie Lacelle

### **NSGEU/NUPGE**

Michael Pronk  
Lynette Johnson

### **NUPGE**

Shelley Wilson  
Mike Luff

### **OPSEU/NUPGE**

Sue McSheffrey  
Michèle Dawson Haber  
Patty Rout

### **PEIUPSE/NUPGE**

Alan Davidson

### ***Guest Speakers:***

*James Clancy, National President, National Union of Public and General Employees  
Carey Lai, Founding Member, New Health Professionals Network and President,  
Canadian Association of Pharmacy Students and Interns*

### ***Regrets:***

*Maria Piazza, APTS*

## **Welcome and introductions**

Meeting Date: April 28 – 29, 2005  
Location: Ottawa, Ontario

Cindy Stewart and Shelley Wilson, co-chairs of the Canadian Health Professionals Secretariat, welcomed participants to Ottawa, and the fifth meeting of the Secretariat.

Following the round of introductions it was announced that the APTS conveyed their regrets but found the ongoing restructuring of health care in Quebec and the impact on their organization precluded them attending this meeting.

The agenda was then reviewed and approved.

## **Participant Reports**

Participants reported on the major issues in their province, including the political climate, collective bargaining and labour relations developments, advocacy campaigns, other major activities, and staff changes.

Copies of these reports were available in the participants' meeting binders, and additional copies are available by contacting co-chair Shelley Wilson at NUPGE.

## **National Day of Mourning Ceremony**

Secretariat members took time out of their meeting to attend a ceremony for the National Day of Mourning for workers injured or killed on the job. The ceremony took place at the CLC monument at Vincent Massey Park in Ottawa.

Since 1984 a staggering 17,000 Canadians have been killed on the job, and more than 18 million injured.

There was a brief discussion about the lack of will by governments at all levels in Canada to enforce safety standards in the workplace. It was also noted that individuals need to be more vigilant in identifying situations and circumstances in their workplaces that could lead to injury or death and holding employers accountable for correcting these problems.

Co-chair Stewart reported that John David Bland, a mental health worker and member of the Health Sciences Association of BC (HSABC/NUPGE), was fatally stabbed in a parkade on January 19, 2005 after leaving the offices of the Richmond Mental Health team. She noted that the killing of Bland followed shortly after another BC public

employee had been stabbed by a client. The HSABC has been calling for a broad review of workplace safety for healthcare workers.

**Guest Speaker: James Clancy, National President, NUPGE**

In addressing CHPS members, James Clancy, National President of the National Union of Public and General Employees (NUPGE), underlined the fact that health science professionals are, sadly, a big part of the numbers relating to workplace deaths and injuries. He reminded participants that the National Day of Mourning is an important opportunity to remember the individual tragedies behind the statistics and to renew our personal and collective commitment to hold governments accountable for health and safety legislation and enforcement.

Mr Clancy congratulated the member organizations of CHPS on its recent successes and thanked everyone involved for their strong leadership in ensuring the group continues to work together and focus on common issues.

He then provided an overview of the turbulent political climate in Ottawa and its implications for public sector unions and their members.

Mr Clancy highlighted NUPGE's campaign to persuade Canadian governments to restore freedom of association rights and enact progressive labour law reform. The campaign is designed to underline that labour rights are human rights, and that Canadian workers have seen their right to freedom of association steadily eroded over the last 20 years with more than 170 pieces of legislation undermining basic rights to organize and bargain collectively. Abuses are rampant in the agriculture industry and among private sector employers like Wal-Mart.

Mr Clancy reported that NUPGE and the UFCW Canada signed a formal organizing protocol dealing specifically with Wal-Mart earlier this year. He encouraged CHPS participants to visit the new campaign website at [www.labourrights.ca](http://www.labourrights.ca) to review and download research and communications materials to advance this important campaign.

**UPDATE ON CHPS ACTIVITIES**

Co-chair Stewart reported that the majority of the follow-ups from the last meeting had been completed and that work would continue on any outstanding items.

Specifically, she reported that:

- A website story providing a brief overview of the previous meeting had been produced and published
- A full report of the meeting was produced and distributed
- Research and communications materials were created and distributed with respect to the *Making the Connections* advocacy campaign

- The CHPS website was updated regularly since the last meeting
- The Secretariat continued to communicate and build a positive relationship with Mr Michael Decter, Chair of the Health Council of Canada
- The Secretariat had circulated contract language on professional development allocation
- The Secretariat had circulated a recent Alberta court decision about attendance management programs
- Work continues on building the CHPS-specific Collective Agreement database
- Outreach efforts continue with the New Health Professionals Network
- The Secretariat continues to monitor and share information about the national primary care reform initiative

Stewart reminded participants to review the follow-ups list at the back of each meeting report and send requested information to Secretariat staff as soon as possible.

She noted that since the last CHPS meeting she had had an opportunity to meet with the federal NDP health critic to discuss the need to accelerate the development and implementation of a comprehensive pan-Canadian health human resources strategy.

Stewart also informed participants that she had been the guest speaker at the AAHP Biennial Convention on November 19, 2004, and had an opportunity recently to meet with the Quebec unions representing health science professionals.

Co-chair Wilson briefed participants on media, communications and advocacy initiatives undertaken by the Secretariat staff since the last meeting, including:

- A news release called *Allied health professionals key to improving access*, responding to the Canadian Institute for Health Information (CIHI) nursing workforce report. Versions of this release were reported in the St. John's Telegram; CBC radio and VOXM radio in St. John's; and the Calgary Herald
- A news release called: *Shortage threatens access to critical health services* responded to the CIHI report entitled "Medical Imaging in Canada". HSABC was successful in advancing our message through a piece in *The Province* newspaper in BC.
- A news release called *Health Council calls for more allied health professionals* responded to the Health Council of Canada's first report "Accelerating Change". Further, a letter was sent to Council Chair Michael Decter applauding the report, and in particular commending his references to shortages among non-doctor, non-nurse health professionals.
- A letter to the editor published in the *National Post* called: *Doctor shortage tip of the iceberg* was also prompted by the Health Council of Canada's first report.

Co-chair Wilson reviewed recent information requests facilitated by the Secretariat staff, including:

- A conference call on health care regionalization
- Information on unions' delegate selection systems
- Information on the labour relations implications of the introduction of combined Lab and X-ray technologists
- Information about a health care providers survey promoted by the Enhanced Interdisciplinary Collaboration in Primary Care Initiative (EICP)

## **Health Council of Canada**

Co-chair Stewart updated participants on the efforts of the Secretariat to build a positive relationship with the Health Council of Canada since the Chair, Michael Decter, met with CHPS members at its last meeting.

She noted the first report of the Council, called *Health Care Renewal in Canada: Accelerating Change*, clearly stated that the health human resources crisis extends well beyond doctors and nurses and includes many health science professions. Stewart underlined the importance of this development and applauded members of the Secretariat for influencing the work of the Health Council.

The Secretariat responded to that report with a news release commending its conclusions, and wrote a private letter to Council Chair Michael Decter supporting his call for a National Summit on Health Human Resources and offering the Secretariat's cooperation and assistance.

Stewart informed participants that the Health Council of Canada is convening its Summit in Toronto on June 23, 2005, and that the National Union of Public and General Employees has been invited to participate. Stewart will be the NUPGE representative and she will advance the issues and solutions identified by CHPS member organizations.

## **'Making the Connections' Campaign**

Co-chair Wilson reviewed the goals, target audience, and central message of *Making the Connections* lobby campaign endorsed by members of the Secretariat at its last meeting. Secretariat staff had completed the research and communications materials and distributed these to members last month.

Participants provided updates on their progress with the lobby campaign. While many organizations have met with senior political and public service officials, others are still in the process of arranging meetings.

There was consensus it would be most effective if the lobbying campaign could be completed by CHPS member organizations before the federal and provincial legislatures break for the summer recess. Stretching the meetings into the fall might diminish the effectiveness of presenting a cohesive message to members of the Advisory Committee on Health Delivery and Human Resources (ACHDHR) at the same time. The Secretariat staff offered its assistance to help facilitate meetings.

### **Guest Presentation, Mr Carey Lai**

Participants had an opportunity to meet with Mr Carey Lai, founding member of the New Health Professionals Network (NHPN) and President of the Canadian Association of Pharmacy Students and Interns (CAPSI).

Mr Lai presented an overview of the NHPN, including its structure, goals and principles. Following the presentation, there was a brief discussion about how the Secretariat and the NHPN could work together to press governments and other stakeholders to join the struggle to preserve a single-tier, publicly-funded health care system and to address the large and growing shortage of health science professionals in Canada.

Participants also had an opportunity to share contact information with Mr Lai. It was agreed that the Secretariat should continue its outreach efforts with the NHPN.

### **Health Policy Summit 2005**

Elisabeth Ballermann, president of the Health Sciences Association of Alberta (HSAA/NUPGE) and CHPS co-chair Shelley Wilson provided a report of a national health policy summit they recently attended in Toronto.

It was reported that the conference, organized by the communications consulting firm *Insight* and *Fasken Martineau DuMoulin LLP*, was dominated by law firms, doctors, senior hospital administrators and other proponents of private health care.

It was nonetheless important and useful for representatives of health science professionals to attend this conference to ensure a dissenting voice was presented, and to learn more about the scope and nature of the for-profit health care lobby.

Health science professionals' representatives took the opportunity to raise the profile of their members, and to articulate our position in support of a single-tier, publicly funded and publicly delivered health care system.

As well, the conference provided a welcome and rare opportunity to outline the challenges facing health professionals to the Ontario, Alberta and federal health ministers.

## Discussion: Classification reviews

CHPS members participated in a wide-ranging discussion of the advantages and disadvantages of Classification Reviews and Joint Job Evaluation (JJE) models.

Member organizations from Manitoba, Nova Scotia, Saskatchewan, Newfoundland & Labrador, Alberta and British Columbia shared their experiences with and insights about Classification Reviews and JJE models.


## Other items and handouts

Co-chair Wilson highlighted several other items and handouts Secretariat staff were providing for members, including:

- A recent publication created by NUPGE and health coalition partners called: *100 P3s Failed, Flawed, Abandoned: The Canadian and International Evidence*
- A copy of the first report of the Health Council of Canada “Accelerating Change”
- Additional copies of the *Making the Connections* lobby campaign materials
- A Globe and Mail newspaper story about an ultrasound tech involved in a medical malpractice trial
- A NUPGE & NAPE joint pay equity petition campaign
- An article in a magazine called *Health Care Manager*, in which CHPS co-chair Stewart discusses the BC government’s decision to send patients waiting for MRI scans to a private clinic
- Information about a national consultation process initiated by the federal government to define goals for the new Public Health Agency

## Follow-ups

Issue	National Union Responsibility	Participating Union Responsibility	Task Completed
Web story / Newsletter column	Create and circulate		✓
Contact sheet	Circulate updated version		
Report of meeting	Create and circulate draft meeting report	Provide feedback on draft	

Issue	National Union Responsibility	Participating Union Responsibility	Task Completed
<p><u>Making the Connections:</u> Advocacy campaign with the federal/provincial Advisory Committee on Health Delivery and Human Resources (ACHDHR)</p>	<p>(1) arrange meeting between CHPS co-chairs and federal officials; (2) support member organizations as requested; (3) evaluate campaign</p>	<p>(1) Arrange and conduct meetings with provincial officials to present CHPS message as outlined in campaign kit (2) Evaluate and report back to CHPS on campaign success</p>	
<p>New Health Professionals Network</p>	<p>(1) write thank you letter to Mr Carey Lai; include CHPS leaflet and 'Making the Connections' campaign kit (2) obtain and circulate Mr Lai's presentation (3) continue outreach efforts to this organization</p>		
<p>Health Council of Canada</p>	<p>Canvas CHPS and NUPGE member organizations on issues to advance at the June National Health Human Resources Summit</p>		
<p>Enhancing Interdisciplinary Collaboration in Primary Health Care Initiative (EICP)</p>	<p>Continue to monitor this Health Canada initiative</p>		

Issue	National Union Responsibility	Participating Union Responsibility	Task Completed
Renew contact with health science professional associations ('Group of 7')	Initiate meeting		
Collective agreement database	Create and circulate a CHPS-specific collective agreement database	Send a copy of Collective Agreement(s) in pdf format to NUPGE	
Workload management for social workers and other professions	Circulate documents from NSGEU, NAPE, MGEU		
HSABC political action program	Collect and circulate	Send curriculum and related material to NUPGE	
Early Retirement and Voluntary Severance programs	Obtain and distribute information on exempted professions	PEIUPSE to provide list of exempted professions to NUPGE	