



Taking CIHI Data and Transforming it into Information for HHR Planning in Canada

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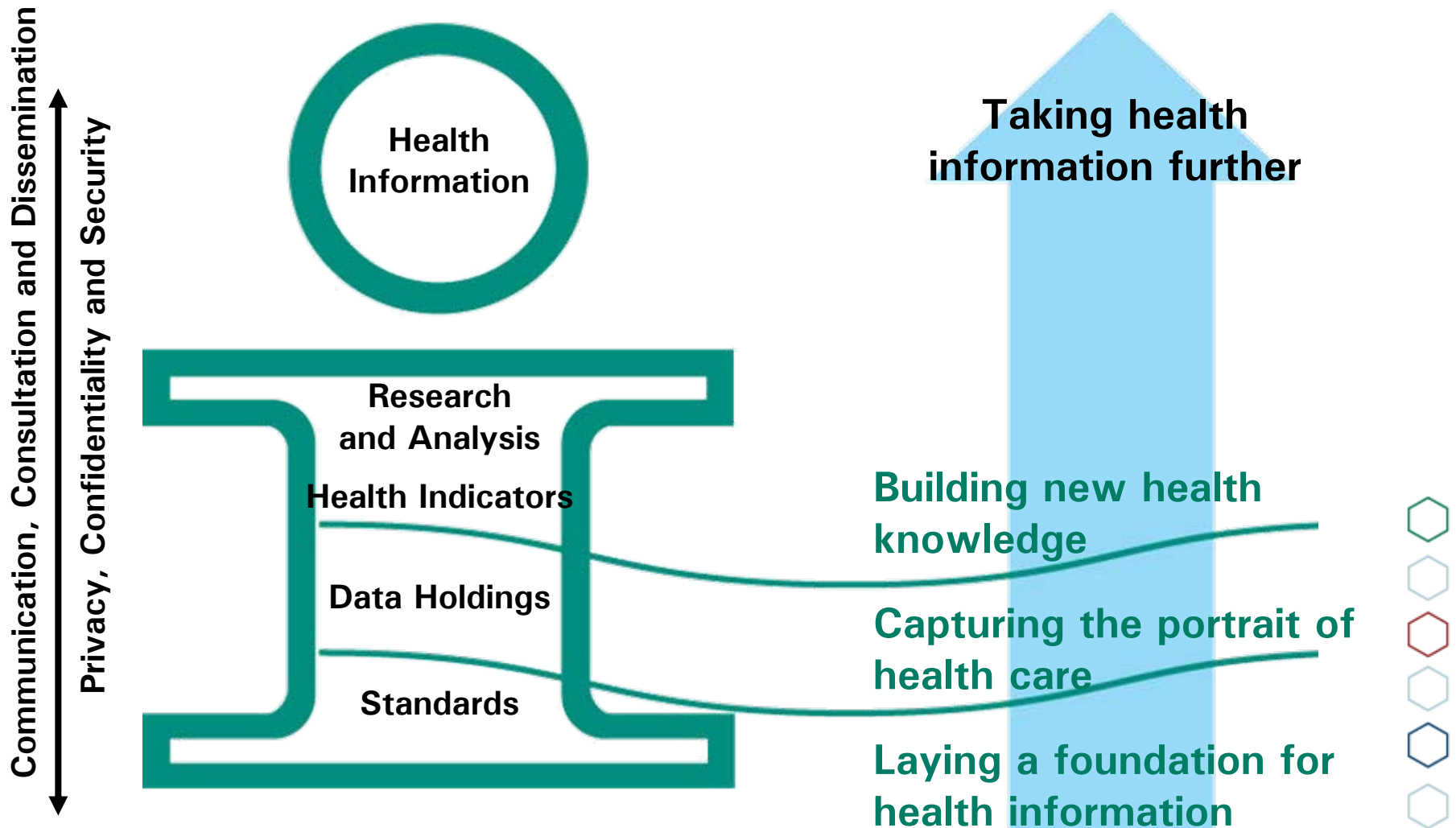
Lisa Little, Canadian Nurses Association

CIHI Overview

- CIHI is one of Canada's premium sources of high-quality, reliable and timely health information
- Canada's health leaders established CIHI in September 1992. CIHI opened for business in 1994 as an independent, not-for-profit organization
- CIHI's success has been due to a commitment to partnership with Canada's major health players



Delivering Quality Health Information



What CIHI brings to the data

- CIHI develops ***standards*** for comparability and ***data quality*** across Canada – allows for domestic, international comparisons
- Turn data into ***analytical output*** (including reports)
- Strong application of ***privacy*** principles



Health Human Resources Database Development Project (HHR DDP)

- Recognized need for health human resource data to better inform health human resources management
- Significant information gaps on health professionals
- Lack of standardized national data on health professionals in Canada (excluding nurses and physicians)
- Moving towards cross-jurisdictional comparability and integrated health information systems for Canada – need to develop consistent standards



Project Overview

- Funding from Health Canada
- Develop national, supply-based database for five regulated health professions
- Phased development – the five new databases to be developed between 2004 and 2009
- Selected Professions: Occupational Therapists, Pharmacists, Physiotherapists, Medical Laboratory Technologists, Medical Radiation Technologists



Value of being part of a National Health Human Resources Database

- Development of National Standards
- Comparable data sets
- Availability of data
- Access to data
- Publication of an annual report focusing on the profession



Value of a National Health Human Resources Database

- Opportunity to inform policy-makers
- Opportunity to enable more comprehensive research studies on the profession
- Better information base to plan for the profession





Health Personnel Trends in Canada

1995 to 2004
(Revised July 2006)

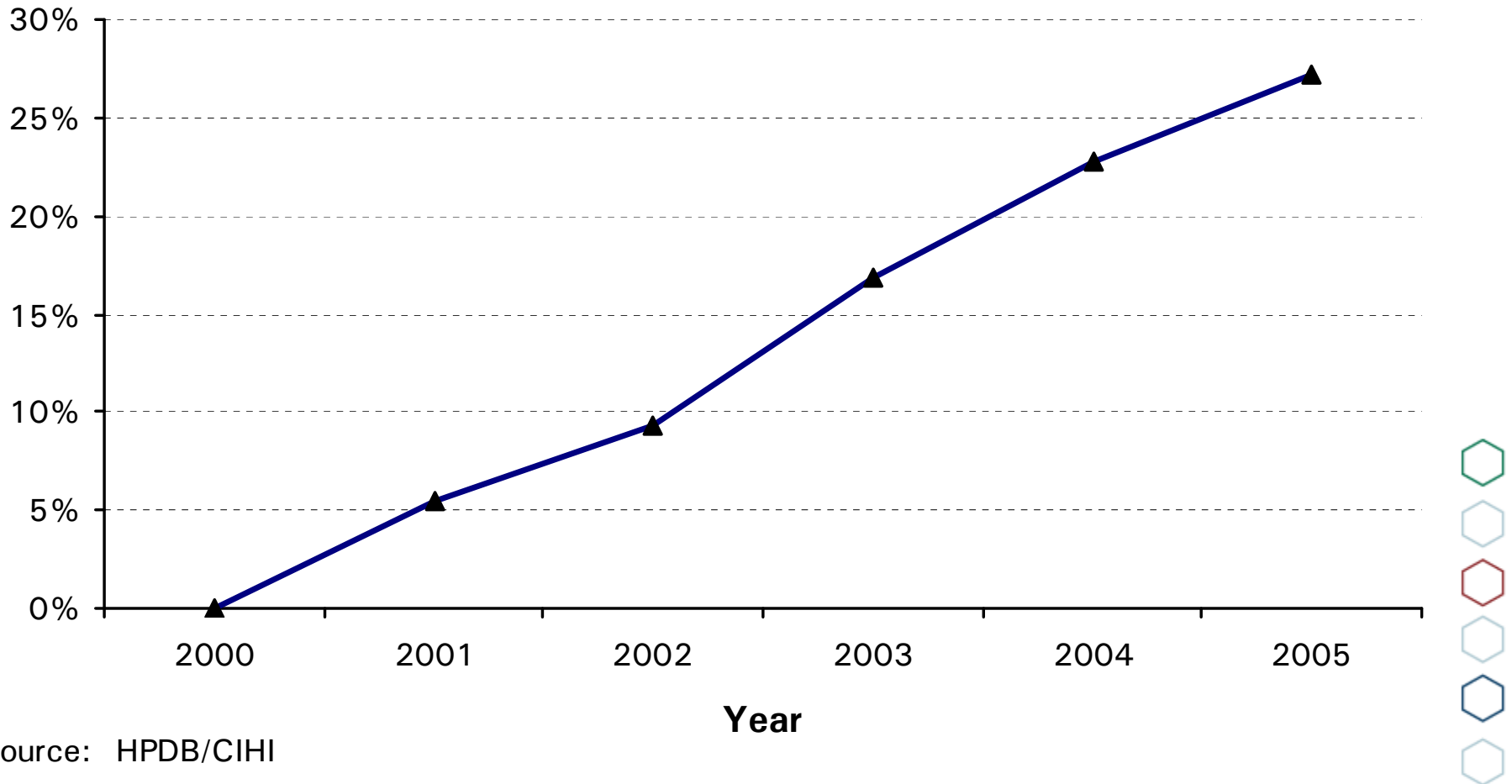
Health Personnel Database



Canadian Institute
for Health Information
Institut canadien
d'information sur la santé

Percent growth in the number of active registered OTs, Canada (HPDB 2000 - 2005)

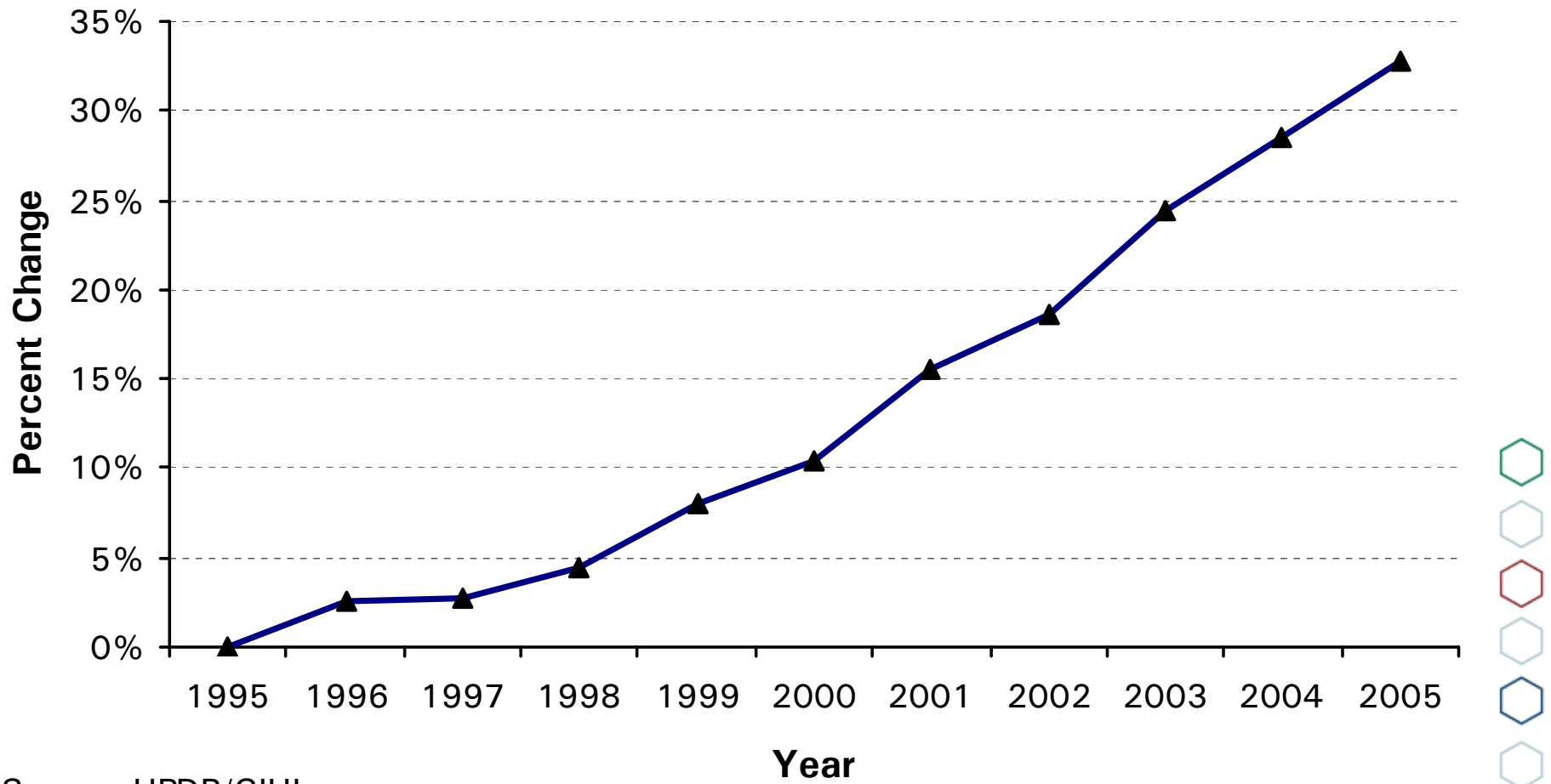
Percentage Growth of OTs



Source: HPDB/CIHI

Percent growth in the number of active registered pharmacists, Canada (HPDB 1995 to 2005)

Percentage growth of Pharmacists



Source: HPDB/CIHI

PHARMACISTS



Workforce Trends of
Pharmacists for Selected
Provinces and Territories
in Canada, 2006

Health Human Resources Database

OCCUPATIONAL THERAPISTS



Workforce Trends of
Occupational Therapists
in Canada, 2006

Health Human Resources Database

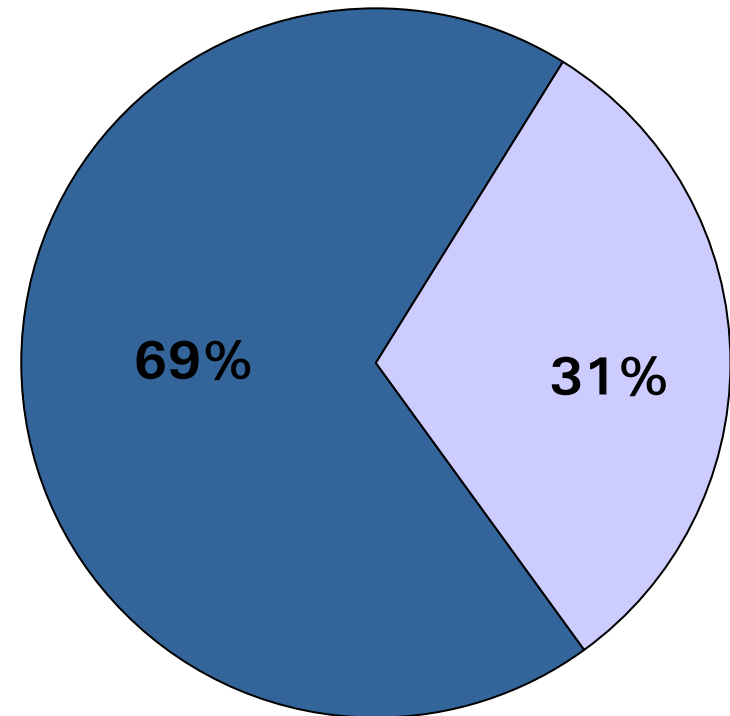
Report focus

- Supply
- Demographics
- Geography
- Education
- Employment



Pharmacist Database Data Providers

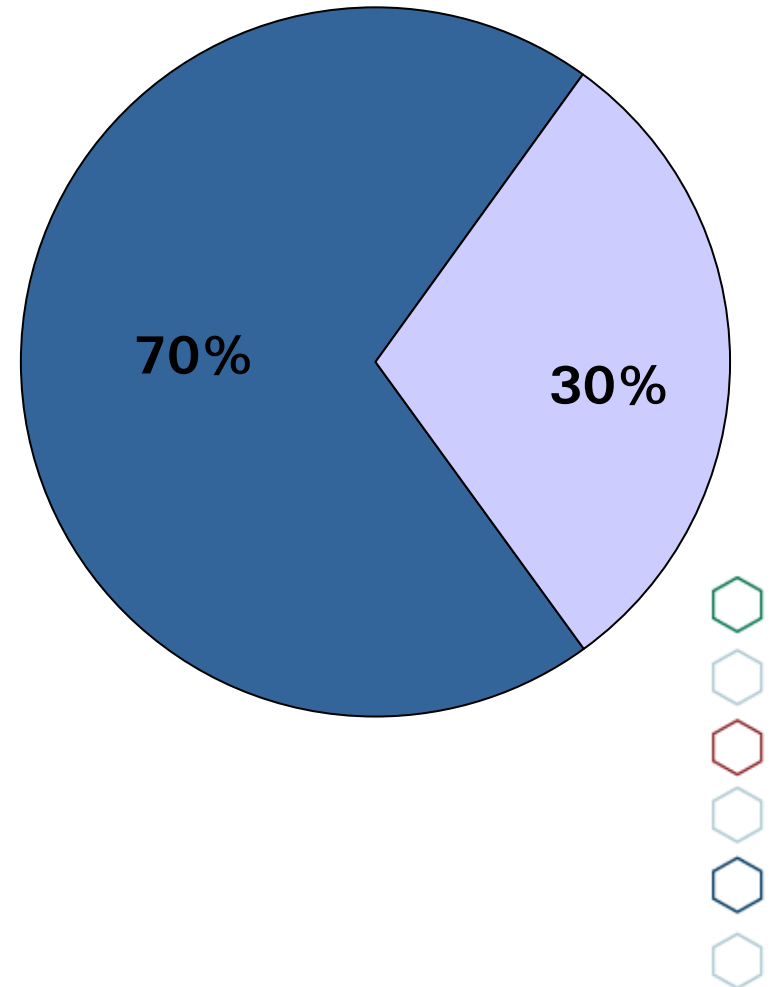
- Alberta College of Pharmacists
- College of Pharmacists of British Columbia
- Government of Northwest Territories
- Newfoundland and Labrador Pharmacy Board
- Nova Scotia College of Pharmacists
- Ontario College of Pharmacists
- Prince Edward Island Pharmacy Board
- Saskatchewan College of Pharmacists
- Yukon Government



Occupational Therapist Database

Data Providers

- Alberta College of Occupational Therapists
- Canadian Association of Occupational Therapists
- College of Occupational Therapists of British Columbia
- College of Occupational Therapists of Manitoba
- College of Occupational Therapists of Nova Scotia
- College of Occupational Therapists of Ontario
- New Brunswick Association of Occupational Therapists
- Newfoundland and Labrador Occupational Therapy Board
- Prince Edward Island Occupational Therapist Registration Board
- Saskatchewan Society of Occupational Therapists



2006 OT Workforce in Canada

- **Supply:** The supply of occupational therapists (OTs) in Canada has grown steadily over the past decade, with an overall gain of over 27.2% since 2000.
- **Demographics:** OTs comprise a young health profession that is predominately female (92.4%).
- **Geographical Distribution:** 90.3% of OTs work mostly in urban areas of Canada.
- **Education:** 81.6% of OTs currently have a baccalaureate degree in occupational therapy, while 10.8% have a master's degree in occupational therapy.
- **Employment/Practice Characteristics:** The majority of OTs are permanent employees (73.1%) working in direct patient care (80%) for one employer (79.3%) in either a hospital/rehabilitation facility (45.6%), community-based setting (30.8%) or in a professional practice clinic/business (11.5%).

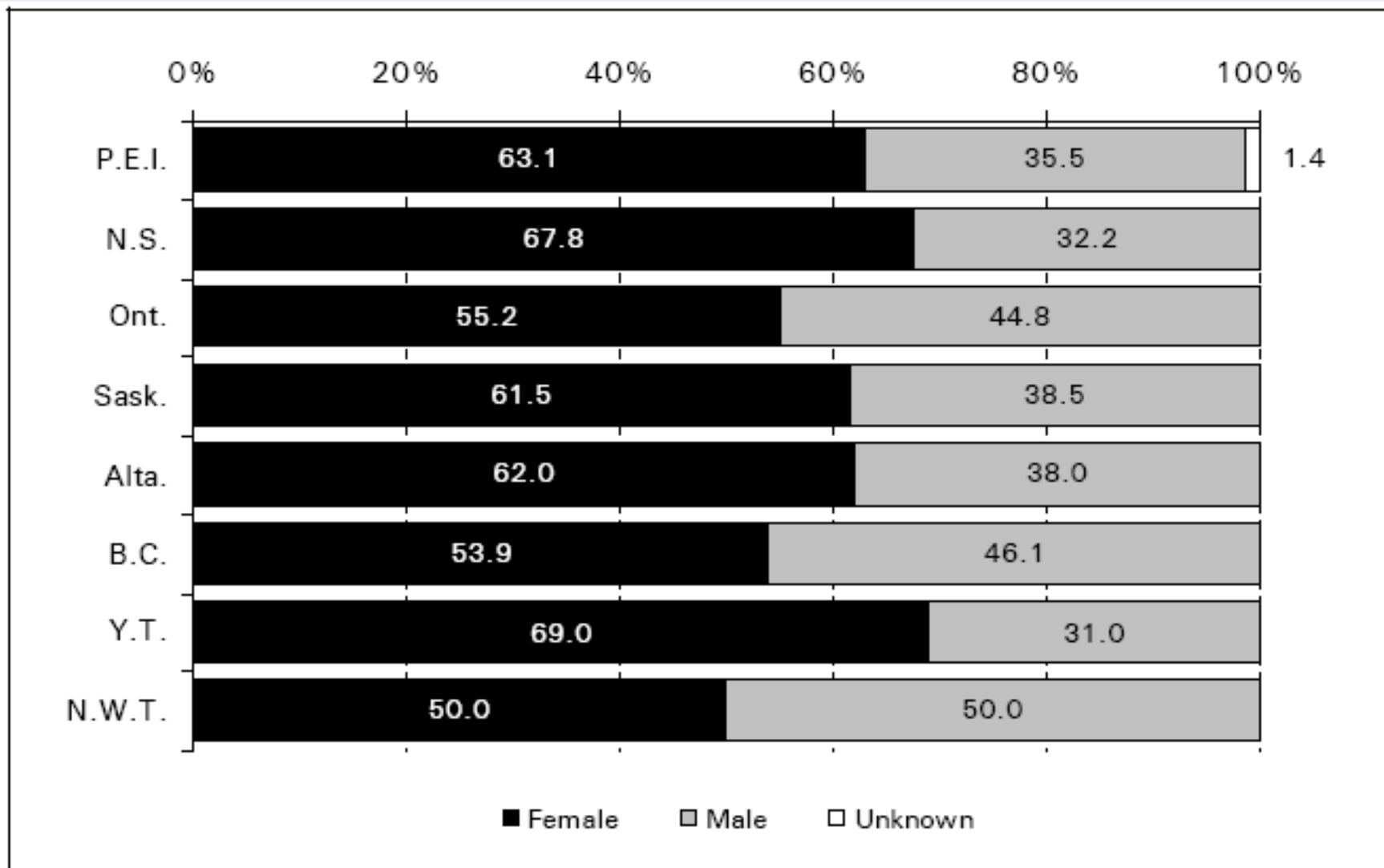


2006 Pharmacist Workforce in Selected Provinces and Territories

- **Supply:** The supply of occupational therapists (OTs) in Canada has grown steadily over the past decade, with an overall gain of over 30% since 1995.
- **Demographics:** In most parts of the country, there are more females than males in this workforce, with over 60% of pharmacists being female.
- **Geographical Distribution:** Most pharmacists work in urban areas.
- **Education:** The vast majority of pharmacists have achieved the bacclaireate level of education in pharmacy.
- **Employment/Practice Characteristics:** Over three quarters of pharmacists work in community pharmacies. The majority are staff pharmacists who are permanent employees with a single employer.

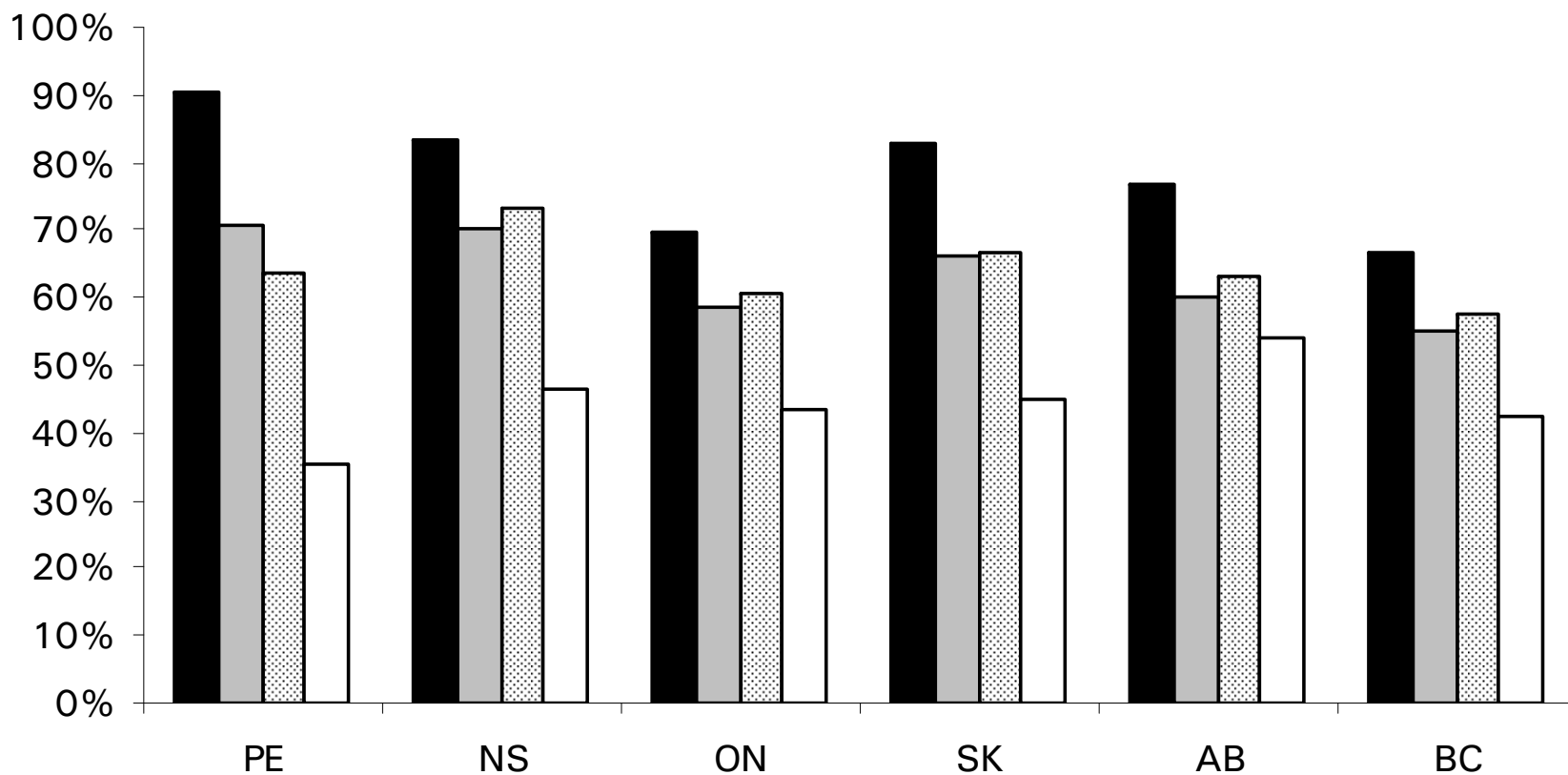


Pharmacist Gender



Pharmacist Gender by age

Percentage of female pharmacists



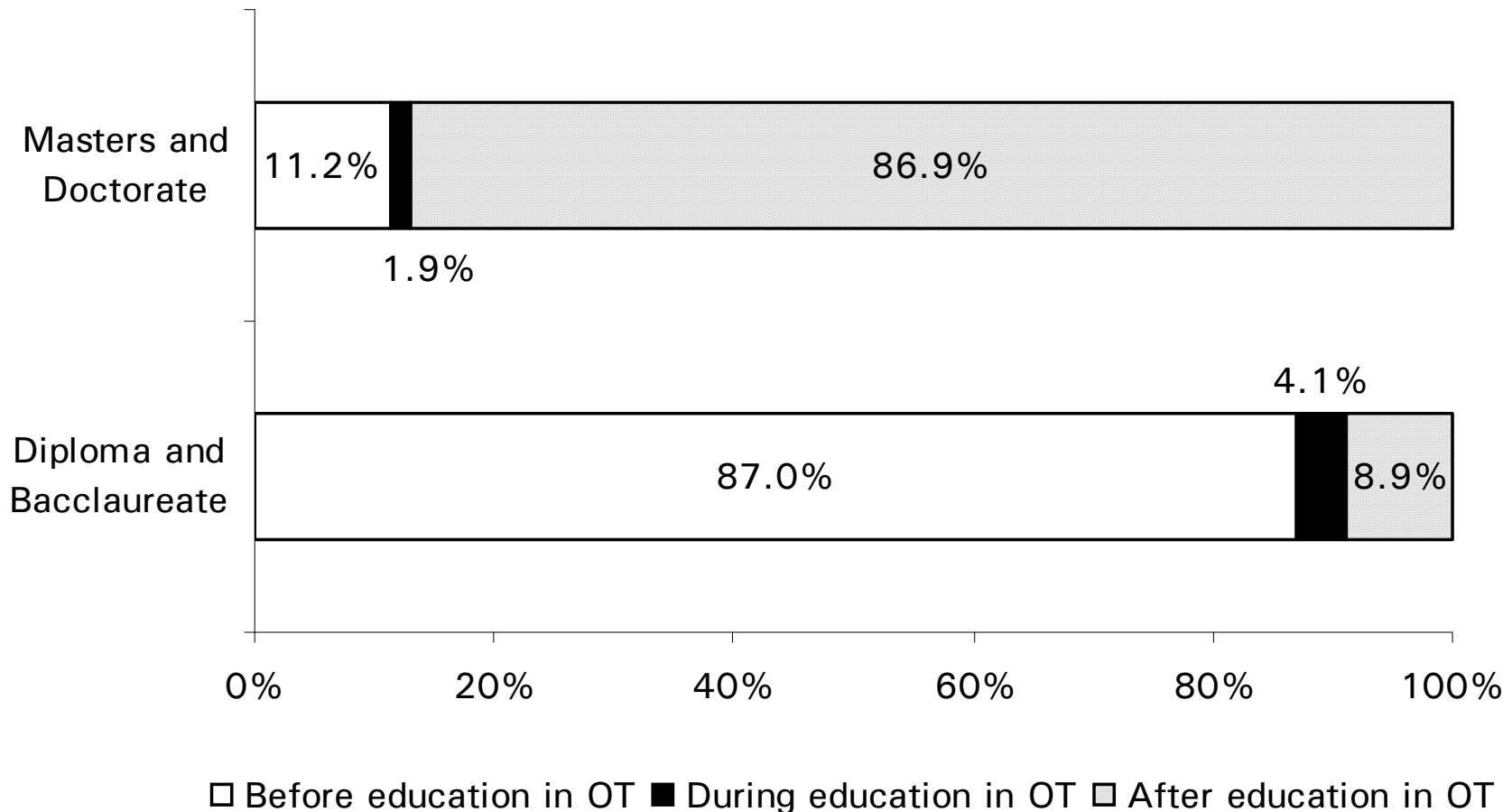
Source: PDB/CIHI

■ 20-29 years ■ 30-39 years ■ 40-49 years □ 50+ years

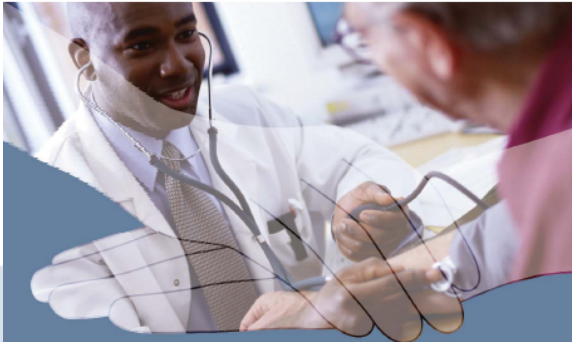


Timing of education outside of OT

Percentage of OT Workforce



PHYSICIANS



Supply, Distribution and Migration
of Canadian Physicians, 2006

Health Human Resources Database

REGULATED NURSING WORKFORCE



Highlights From
the Regulated Nursing
Workforce in Canada, 2006

Health Human Resources Database



Canada's Health Care
Providers, 2007

Canada's Internationally Educated Health Care Professionals, 2006

Country Name	2006 Count				
	LPN	RN	Physician	OT	Total
Philippines	177	6,102	224	45	6,548
United Kingdom	424	3,556	2,122	108	6,210
India	39	1,104	1,334	78	2,555
South Africa	10	211	1,939	28	2,188
United States	146	1,273	465	103	1,987
Ireland	*	132	1,092	19	**
Hong Kong	72	936	202	25	1,235
Poland	34	670	410	0	1,114
France	0	398	428	*	**
Egypt	0	18	563	0	581
Australia	9	363	176	6	554
Jamaica	24	351	182	0	557
Pakistan	12	131	364	5	512
New Zealand	9	231	100	17	357
Germany	**	197	120	**	331
Other	267	4,163	3,959	82	8,471
Total	1,232	19,836	13,680	524	35,272



A NATIONAL PERSPECTIVE

*Association of Canadian Occupational
Therapy Regulatory Organizations*

Barbara Worth

December 4, 2007

BACKGROUND

- The Profession and HHR Planning
- Provincial influence
- Health Canada
- Purpose of the Project



CHALLENGES

- Jurisdictional Differences
- Technology Readiness
- Regulatory Role and Mandate
- Organizational Impact
- Project Purpose



OPPORTUNITIES

- National consensus on data for the profession
- Enables research in Occupational Therapists HR Planning
- Raises the profile of the profession
- Harmonizes registration practices
- New source of data for the profession

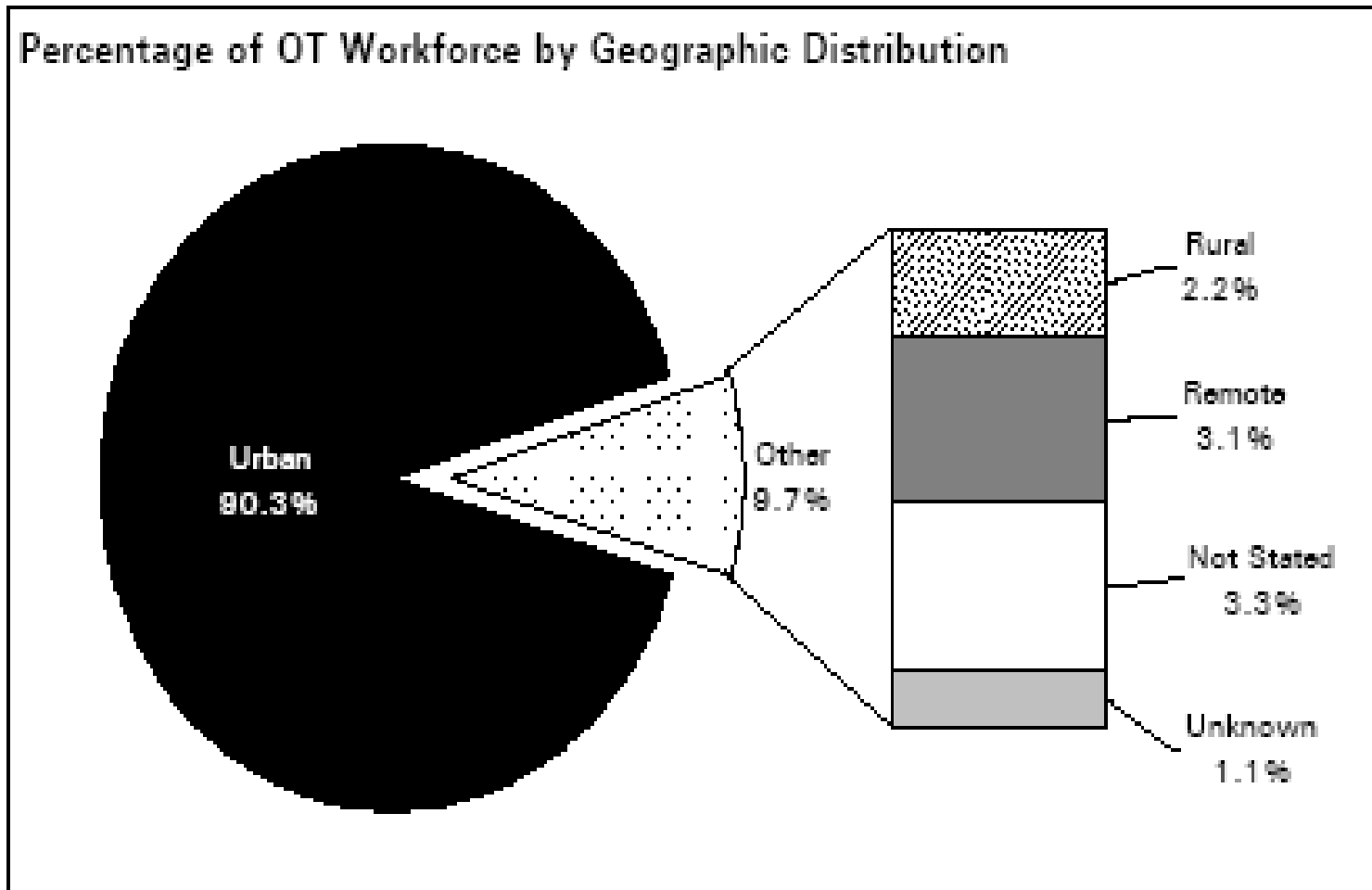


CURRENT BENEFITS

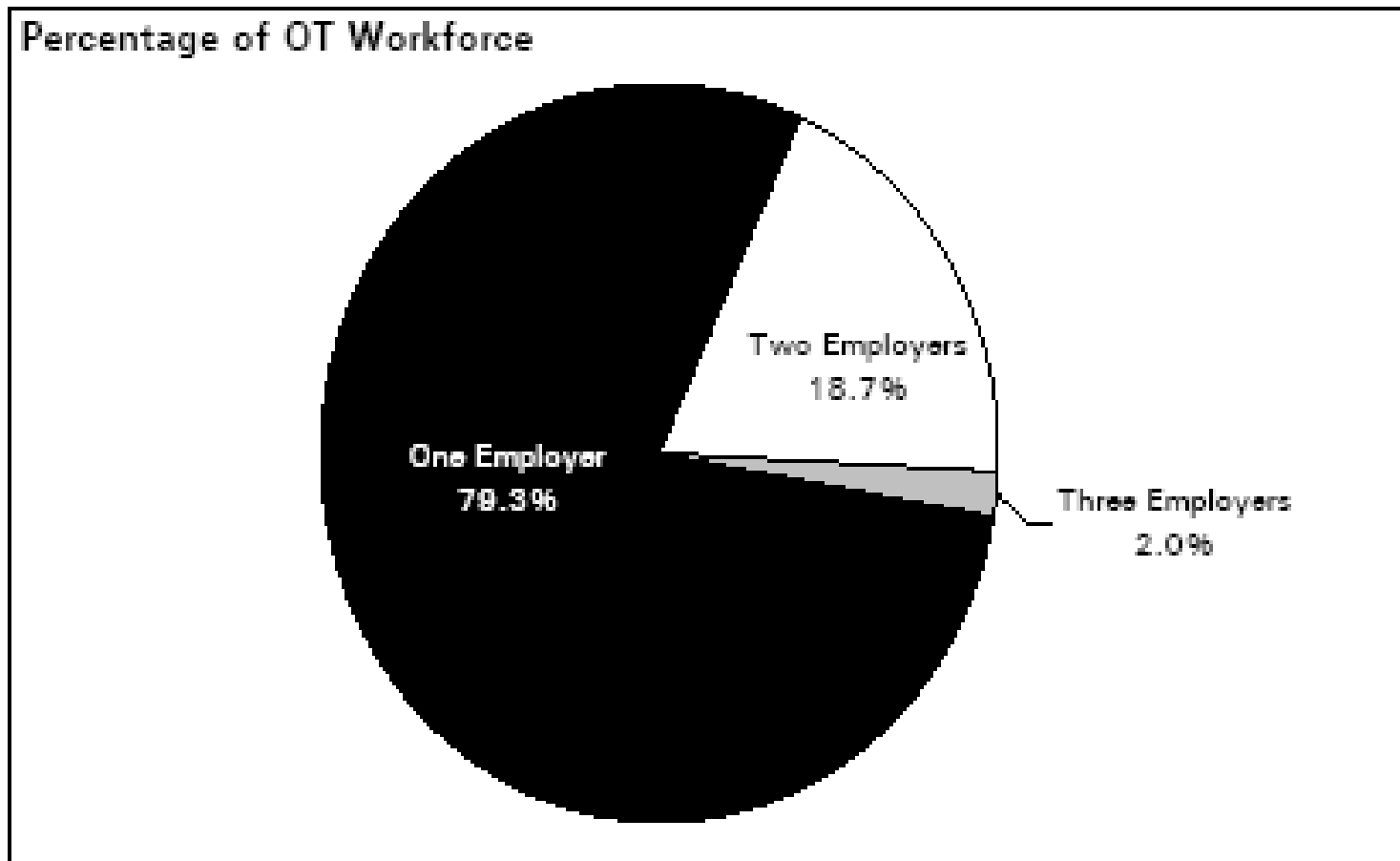
- Reliable data
- Migration of the Profession
- Identification of Practice Patterns
- National and Provincial Comparisons



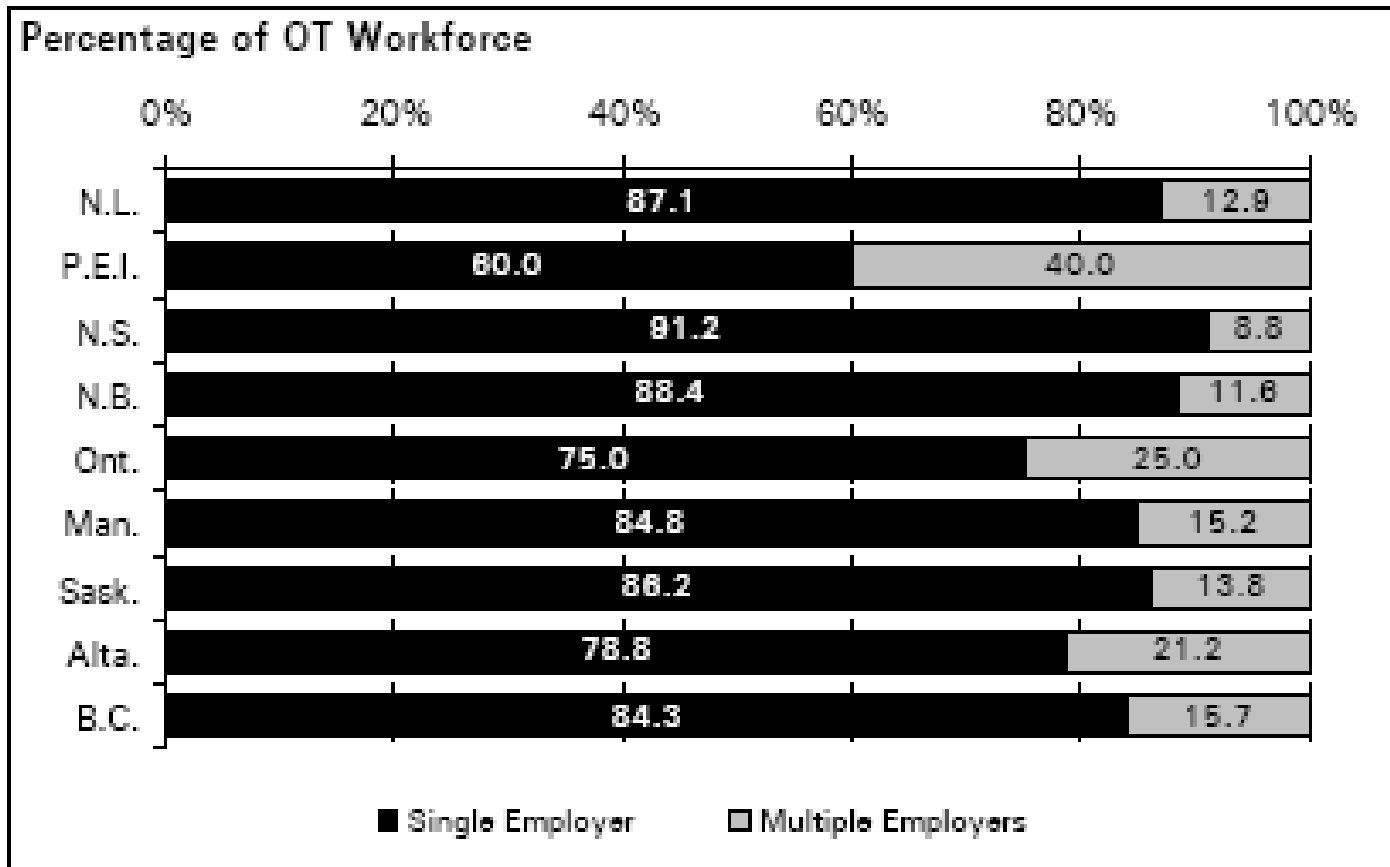
PERCENTAGE OF OT WORKFORCE BY GEOGRAPHIC DISTRIBUTION



PERCENTAGE OF OT WORKFORCE WITH MULTIPLE EMPLOYERS IN CANADA



PERCENTAGE OF WORKFORCE WITH MULTIPLE EMPLOYMENT



FUTURE BENEFITS

- Cross-Professional Comparisons
- Influencing the Government Policy
- Trending of Demographics of the Profession



PHARMACY

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Registrar
Ontario College of Pharmacists



Pharmacy is “Unique”

- Pharmacists
- Pharmacies
- Students/Interns
- *Pharmacy Technicians (2010)



November 2007 (Ontario)

- Pharmacists = 11,006
- Pharmacies = 3,116
- Students = 1,104
- Interns = 162
- Certified Pharmacy Technicians = 3,067
- *Pharmacy Technicians (2010)



What are our “Trends”?

- Males vs. females
- Practising vs. non-practising
- Places of graduation, origin



Useful Information

- Qualitative as well as quantitative
- What do the numbers actually tell us?



Information gaps

- Where are the gaps?
- How can and are these being filled?



Going Forward

- Will we have enough pharmacy personnel
 - women
 - scopes
 - practising out of pharmacies
- Geographical distribution
- Interprofessional teams



Key Questions

- Does quantitative data reflect and support what we qualitatively see/know?
- What practice patterns will, and do, exist?
 - new grads – where do they go?
 - now? 5 years? 10 years?
- MRA – how is mutual recognition affecting HHR trends?



Allied HHR Database (AHRDB) Project

- Ontario Government, through Health Force Ontario
- New RHPA – enhances authority of Colleges to collect and disclose data relevant to HHR planning
- AHRDB – discussions with CIHI



Going Forward...

- How does CIHI data “mesh” with that collected in provinces?





ICE

Lisa Little
Associate Director,
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December 2007



Overview

- Issue Identification
- CNA Policy Development
- Empowering CNA to Influence Public Policy

Issue Identification

Workforce Trends of Registered Nurses in Canada, 2006, CIHI

- For every RN aged 35 or less in Canada, there are 1.9 RNs aged 50 or greater
- Average age of RNs employed in nursing is 45.0 years and has increased from previous years
- 20.8% of Canada's RN workforce were aged 55 years or greater



Aging RN Workforce

Issue Identification

Health Personnel Trends in Canada 1995-2004

- From 2000-2004, the average age of physicians in Canada increased from 48 to 49 and the proportion of physicians under age 40 dropped 13%
- In 2004, 18% of the LPN Workforce was aged 55 years or older
- Average age of pharmacists in Canada is 41 years



Aging Health Workforce

Issue Identification

Workforce Trends of Registered Nurses in Canada, 2006, CIHI

- In 2006, 12.7% of RNs reported having more than one employer in nursing
- Low of 8.3% in New Brunswick to high of 24.3% in British Columbia
- SARS



Public Health Issue/Cross Contamination

CNA Policy Development

Findings from the 2005 National Survey of the Work and Health of Nurses, Stats Canada, CIHI, Health Canada

- In 2005, 77.1% of nurses reported that their job requires lifting/transferring patients
- 69% report having access to mechanical lifting device but 33.2% report devices are not always available
- 48.4% report needlestick or sharps injury



Safe Work Environments

CNA Policy Development

Findings from the 2005 National Survey of the Work and Health of Nurses, Stats Canada, CIHI, Health Canada

- Over one quarter of nurses reported they had been physically assaulted by a patient in the previous year
- 44% of nurses who work in direct care reported emotional abuse from a patient



Violence in the Workplace

Empowering CNA to Influence Public Policy

*Understanding Emergency Department Wait Times and Understanding
Emergency Department Wait Times :
How Long Do People Spend in Emergency Departments in Ontario?*

- 1 in 10 patients triaged as CTAS IV or V waited three hours or more
- 57% of ED visits in 2003/2004 were for less urgent conditions (for example, chronic back pain or minor allergic reactions) or non-urgent conditions (for example, sore throat or isolated diarrhea)



Role for Nurse Practitioner

Canadian Institute for Health Information

- ✓ Reliable
- ✓ Comprehensive
- ✓ Timely
- ✓ Relevant
- ✓ Responsive to the needs of stakeholders

Key to the work of CNA!



CANADIAN NURSES ASSOCIATION
ASSOCIATION DES INFIRMIÈRES ET INFIRMIERS DU CANADA

