



Canadian Psychiatric Association
Dedicated to quality care
Association des psychiatres du Canada
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CANADIAN MENTAL
HEALTH ASSOCIATION
ASSOCIATION CANADIENNE
POUR LA SANTÉ MENTALE

Premier Robert Ghiz
Premier Brad Wall
Co-Chairs
Health Care Innovation Working Group
The Council of the Federation
Suite 630, Albert Street
Ottawa, Ontario, K1R 7X7

Dear Premier,

**Re: Premiers' Health Care Innovation Working Group
Priority: Human Resource Management**

The Premiers' Health Care Innovation Working Group is a bold and timely review of three critical aspects of health services in Canada. The Canadian Psychological Association, Canadian Psychiatric Association and the Canadian Mental Health Association (CMHA) applaud the decision.

We collectively want to draw to your attention to some innovative Canadian work that directly addresses human resource management, one of your three areas of focus of the working group. Project IN4M (pronounced inform), with funding from Health Canada and co-chaired by CMHA and the Mental Health Commission of Canada, brought together a cross section of stakeholder organizations with specialized experts in the areas of human resource model development and data management. The product was the development of a model to address needs based mental health human resource planning.

The report *Project Inform: Integrating Needs for Mental Well-Being into Human Resource Planning* http://www.cpa.ca/docs/File/Publications/Project_IN4M-FINAL_REPORT.pdf outlines a model based on an international literature search, findings from key informant interviews, the product of a national stakeholders meeting and work with three well known Canadian firms that have considerable expertise in human resource model development and data development and management. Finally, two Canadian organizations and one Australian model (Tolkein 11) were studied in depth and chosen as exemplars.

The need is great. We must develop even more effective and efficient human resource systems that operate across the continuum of care, that bridge government programs and departments and which integrate providers across the spectrum from family care givers, peer support workers and community based services to licensed practitioners (publicly and privately funded), the workplace and institutionally delivered care.

This will improve the health of Canadians in a more cost effective manner while helping to contain the growth of the health care envelope. This is crucial considering human resources comprise up to eighty percent of health care costs in Canada.

Our three organizations want to work with you and your officials on this important matter. We will be contacting you in the near future to discuss this issue further.

If you have questions, please do not hesitate to contact any one of us at your convenience.

Yours truly,



Karen Cohen



Alex Saunders



Peter Coleridge

Cc. Members of the Council of the Federation