



The SSF and access to healthcare in French in Minority language communities

**Presentation to Health Canada's Research Colloquium
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CONTEXT

- he Société and its networks
- Funding
- Health Human Resources
- Data Requirements



Société Santé en français

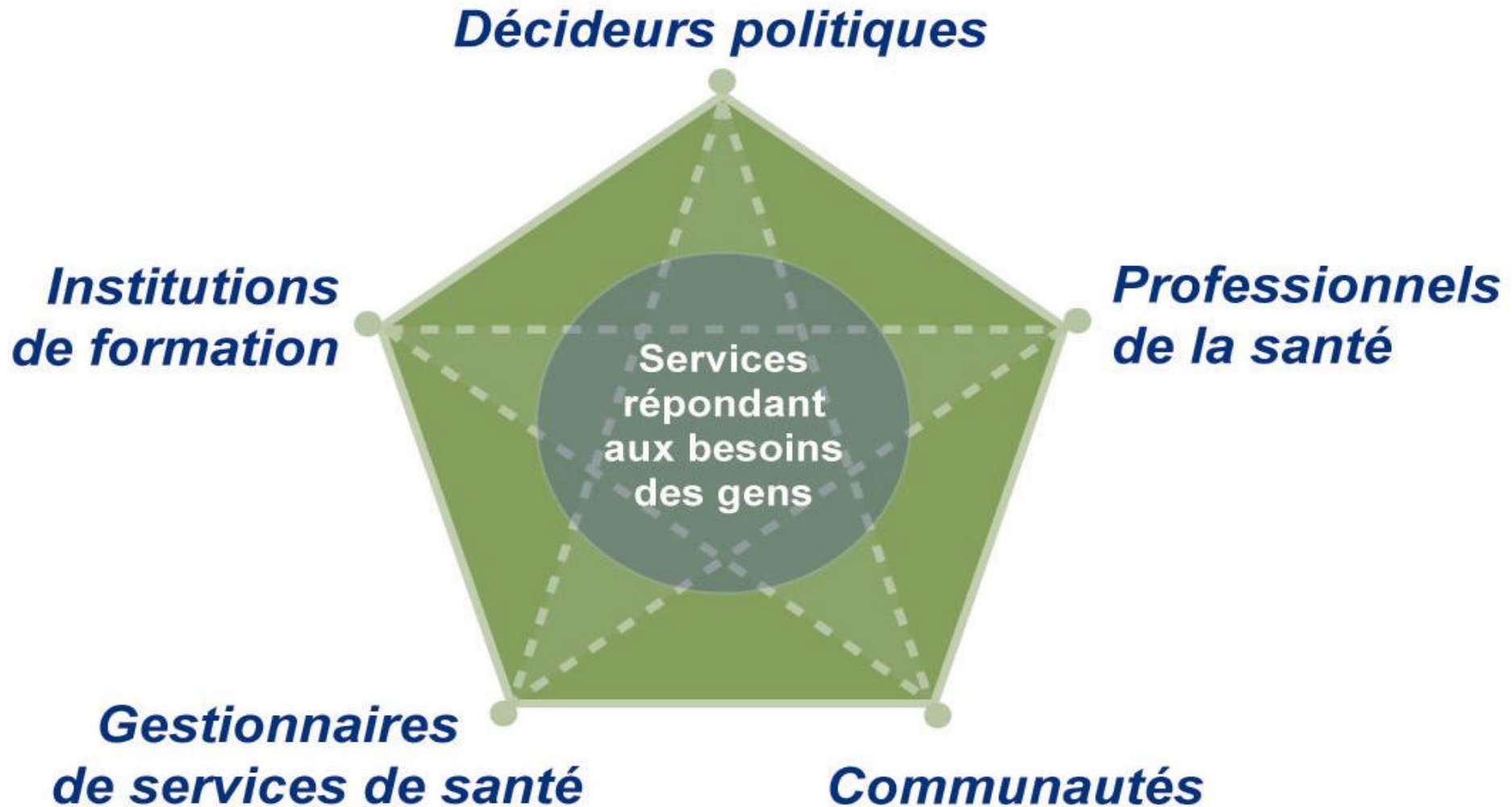
- **National Organization** created in 2002 following the recommendations of the CCFSMC to implement strategic levers for **networking** and **service organization**.
- **Leadership** within a **national “mouvement”** to enhance the health of Francophones living in minority situations in Canada
- **A partnership in action:** An engaged governing board chaired by **Dr Brian Conway**



17 Santé en français Networks



A vision of partnership



THE COMPREHENSIVE APPROACH

Increase the availability of Francophone health professionals in the communities

Improve access to French-language health services

1. Increase the pool of Francophone health care professionals

- Increase the number of Francophone students registered in French-language training institutions
- Identify Francophone students registered in English-language training institutions
- Increase the number of existing professionals able to increase their skills
- Increase the opportunities to immigrants who have health training

2. Promote the placement of graduates in the community

- Geographic proximity of training activities
- Geographic location of internships
- Geographic origin of students in training institutions
- Existence of financial and non-financial incentives

3. Attract professionals to the communities and keep them there

4. Mobilize professionals already in the communities

5. Inform and involve the community

- Coordinated effort by the five partners groups
- Development of promising relationships with the provinces
- Greater participation by the community
- Better documentation on the health status of the communities

6. Develop access to health services

- Enhance knowledge and visibility of offer of service
- Develop service points

Role of the Société

- National representation
- Strategic orientations of the “Mouvement”
- Development of national initiatives
- Professional and technical support to the networks and partners
- Sharing, dissemination and transfer of knowledge and best practices
- Anchor point between the OLCDB, the networks and health project promoters



A setting heavy with expectations 2013

- Need to concurrently meet the requirements for results of the OLCDB (Health Canada) as well as the demands and expectations of the networks, of our governing board and of other funding agencies

MAXIMIZE OUR CAPACITY TO DELIVER AND MANAGE EXPECTATIONS

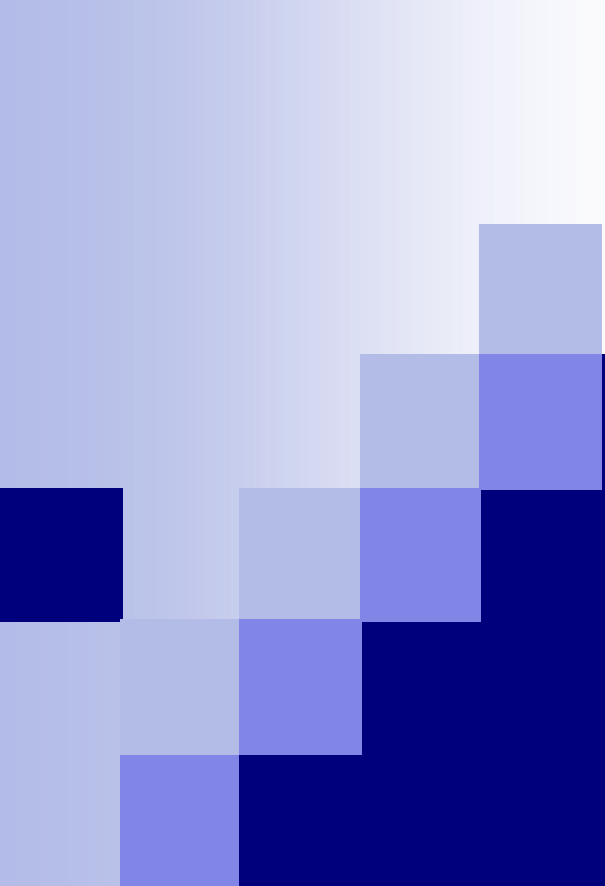
- Deal with differing work/health priorities at the national and provincial levels
- Offset the absence of funding for projects to support health human resources improvements for Francophone and Acadian health professionals in official language minority communities.



Funding of the SSF and its networks

- Networking: 2M\$ 2008-2009; 2,5M\$ 2009-2010; 3M\$ per year 2010-2013 split between 17 networks and the national office
 - 13,5M\$ over 5 years
- Health Projects: 5M\$ 2009-2010; 5,5M\$ per year 2010-2013
 - 21,5M\$ over 4 years
- Joint project with the CNFS: 5M\$ over 4 years
- PHAC: health promotion projects: 750K for 2009-2010





CHALLENGE: How to deploy health human resources in minority Francophone and Acadian settings in the absence of funding

New challenges for 2009-2013

- Strategies that are both sound and irrefutable are required to ensure an **active offer** of service in French
- Implementation of objectives for the **recruitment / retention / mobilization of the Francophone labour force**
- As new Francophone health professionals enter the labour market, it is essential that synergies be developed for integrating these professionals within **health settings and local Francophone circumstances**



Health Human Resource Vision for 2013

- *Funding of HHR initiatives*
- *Francophone communities that are mobilized and engaged in recruiting and retaining HHR*
- *Community stakeholders recognize that Francophone health human resources is an action priority*
- *Adequate support provided for a sustained dialogue*
- *Sufficient Francophone health human resources to meet population requirements*



Strategy 2009-2013:

4 key aspects

- An early and sustained intervention
- Harmonization with government programs and priorities (including the Pan-Canadian Health Human Resource Strategy)
- Incentives to innovate in the deployment of Francophone health human resources (e.g., innovative clinical residency programs)
- Collaborative alliances, partnerships or initiatives with other national associations that provide stable multiyear funding.



Research

- The Société and its networks are not research producers but research consumers
- Engage frontline research partnerships to enable the emergence of pertinent and useful projects
- Track and disseminate best practices (literature or on site)
- Ensure Francophone and Acadian communities are involved in research and evaluation activities (participative evaluation)



About HHR

- Notwithstanding the absence of specific funding for HHR, a number of initiatives by the SSF and its networks since 2004 have addressed health human resource concerns in Francophone and Acadian minority settings
- Initiatives under ***Préparer le terrain*** (2005-2006): were geared to the identification of global needs and priorities in our francophone communities
- Alliances with numerous organizations representing healthcare professionals (AMLFC, CNA, AFMC, provincial associations such as the RIFSSSO)
- Development of repertoires of French speaking healthcare professionals and inventories of available health services in French



About HHR (cont'd)

- Primary Health Care Transition Fund Projects, « Porteurs et Intégrateurs », with evaluation components:
 - Networking actions involving Francophone health care professionals (e.g., Communities of practice)
 - Development of professional support networks
 - Francophone professional recognition strategies
 - Recruitment and retention strategies (networks in partnership with provincial government departments)



Examples of Partnerships between Networks and Provincial Government Departments

- Manitoba: career promotion activities, language training, will announce the results of their healthcare professional in designated bilingual positions review at their health forum (Nov 09).
- Eastern Ontario: Francophone facility designation processes



Dissemination of best practices

- Analytical report on the application of concepts related to linguistic and cultural competencies (2008)
- 4th Rendez-vous report: theme HHR (2008)
- Systematic review of the « veilles informationnelles »
- Alliance with governmental organizations in best practices and knowledge transfer



Identified needs for data and knowledge

- Systematic update of Francophone HHR provider databases
- Identification of the needs of healthcare organizations and their health services managers in order to better support and retain Francophone healthcare providers
- Future needs: evolution of promising HHR practices within the health system



Identified needs in data and knowledge

- Experiment with new practices in matters of HHR retention (i.e. work reengineering, communities of practice, multi and interdisciplinary work...)
- Healthcare professionals' perception of their role, their satisfaction with their ability to offer services in French and with the effectiveness of HHR deployment actions.

QUESTIONS AND DISCUSSION

