



CFPC Board of Directors Highlights

July – October 2021

This document connects the Board's work to the [Strategic Plan](#)'s three focused goals and where it relates to the College's ongoing work.

Goal 1

Advancing Family Medicine

Outcomes of Training Project: Next steps

The CFPC Board approved the recommendations at its February 2021 Board meeting. These will be officially released at the end of 2021/beginning of 2022. These immediate next steps are being planned:

- a) Collaborating with provincial leaders (Chapters, academic departments of family medicine, faculties of medicine, provincial governments, and others)
- b) Commissioning an economic analysis to build the case for budget allocation
- c) Creating an advisory committee to assist the CFPC with execution, including evaluation, of this initiative.

Professional Learning Plans: Next steps

The CFPC's Strategic Plan includes developing and launching the Professional Learning Plan (PLP) to help family physicians create a plan for their ongoing education that reflects their scope of practice, is based on data about their practice, and responds to needs of their patients and community. Entering the final stages of the PLP development, the Board approved an increase to the PLP budget.

Join the PLP demonstration and follow-up FAQ session scheduled for November 11, 2021, as part of Family Medicine Forum. Watch for the launch of the PLP in early 2022.

Goal 2

One Unified Voice

As part of its advocacy work, the CFPC has released two statements. The CFPC’s advocacy during the election focused on “Access Done Right.” This recognizes that the pandemic will have lasting repercussions on the organization of health care, that Canadians continue to be concerned with access to care, that family physicians and family practices welcome access supports, and that decision-makers must help lead solutions to improve access.

Advocating for access to high-quality comprehensive continuous primary care close to home

- [*The Value of Continuity – Investment in Primary Care Saves Costs and Improves Lives*](#) (July 2021).
- Position statement [*Strengthening Health Care – Access Done Right*](#) (August 30, 2021).

Advocating for and supporting family physicians to meet community needs: Mandatory vaccination for health care workers

The Board confirmed the importance of supporting mandatory COVID-19 vaccination for all health care workers **who provide direct patient care** in the [*CFPC Position Statement on Mandatory COVID-19 Vaccination for Health Care Workers*](#) (August 12, 2021).

Goal 3

Transforming the CFPC

Adapting and evolving how the CFPC works

Since the pandemic was declared in March 2020, all CFPC staff have been working remotely. This includes conducting all meetings virtually. The Board supports a 12-month pilot project to determine the best way to conduct in-person meetings taking several factors into consideration, which include fostering collaboration, operational needs, costs, and mitigating environmental concerns. This is one element of a larger project (called New Ways of Working). The pilot will be evaluated before determining why, how, when, and where we meet and how much of our leased office space in Mississauga we need to allow us to operate effectively.

Enhancing Member Service: The CFPC's Constituent Relationship Management project

The Constituent Relationship Management (CCRM) project aims to implement the first phase of replacing the existing member platform (iMIS) by December 2022. This will be followed by a second phase, which will integrate a number of CFPC platforms (e.g., Mainpro+®) to provide a unified view of our constituents (members, volunteers, educational institutions, partners, etc.). The development and implementation of this platform represent a significant project for the CFPC and its Chapters. The CCRM is a powerful platform that will help the CFPC and its Chapters communicate with members, collect member fees, and offer a greater understanding of members while offering members an easier and more engaging way to connect with the CFPC. The Board approved a multi-year budget.

Everyday Ongoing CFPC Work

Strategic Plan: Monitoring progress

The Board and executive leadership team are engaged in monitoring the execution of the strategic plan. Reviews are scheduled three times a year.

Board of Directors

Monitoring specific priorities in all that we do

At each Board meeting, Board Directors monitor three priority lenses in relation to its discussions and decisions: membership; social accountability; anti-racism.

Policy Review

The Board reviewed the Board Director Code of Conduct and the Board Roles and Responsibilities Policy. Updates to be incorporated include clarity of expectations around how Board Directors communicate, including communications between and among Board Directors (asynchronous and synchronous) and use of social media.

Approval of 2021 Honours and Award recipients

CFPC Committees

Committee Leadership

The Board approved the following Committee chair succession, all of whom will be recognized at the Annual Meeting of Members (AMM) on November 11, 2021:

Outgoing Chairs

- Dr. Bilal Akil (ON) – Section of Residents
- Dr. Jean Chen (ON) – Patient Education Committee
- Dr. Sarah Funnell (ON) – Co-chair, Indigenous Health Committee
- Dr. Marshall Godwin (NL) – Section of Researchers Council
- Dr. Ritika Goel (ON) – Social Accountability Working Group
- Dr. Lee Green (AB) – Co-chair, Triple C Data Oversight Committee
- Dr. Jennifer Hall (NB) – Family Medicine Specialty Committee
- Dr. Maria Hubinette (BC) – Undergraduate Education Committee
- Dr. Brian Hutchison (ON) – Action Group for Advocacy in Research
- Dr. Sudha Koppula (AB) – Faculty Development Education Committee
- Dr. Kathy Lawrence (SK) – Postgraduate Education Committee
- Dr. Charles Leduc (AB) – Co-chair, Triple C Data Oversight Committee
- Ms. Jeana MacLeod (NS) – Co-chair, Section of Medical Students
- Dr. James Rourke (NL) – Co-chair, Rural Road Map Implementation Committee (on behalf of the Society of Rural Physicians of Canada)
- Dr. Ruth Wilson (NWT) – Co-chair, Rural Road Map Implementation Committee

New Chairs

- Dr. Anne Andermann (QC) – Social Accountability Working Group
- Dr. Katherine Stringer (NS) – Family Medicine Specialty Committee (previously approved as Chair-Elect and now assuming the Chair role)
- Dr. Vivian Ramsden (SK) - Section of Researchers Council (previously approved as Chair-Elect and now assuming the Chair role)

Chair renewals or extensions

- Dr. Dominique Pilon (QC) – Board of Examinations and Certification
- Dr. Michael Rondilla (ON) – Self Learning™ Committee

The work of the College would not be possible without the significant contribution from members participating in its work.

Committee Terms of Reference

The Board approved updated terms of reference for:

- The Advisory Committee on Family Practice – reflecting its present-day responsibilities
- The Residency Accreditation Committee – reflecting its expanded mandate as part of the Canadian Residency Accreditation Consortium with the Royal College of Physicians and Surgeons of Canada (Royal College) and the Collège des Médecins de Québec.

Participation of Executive Directors (staff) in each Board meeting

The Board and Executive Team assessed a six-month pilot of Executive Directors participating in full Board meetings (except in-camera topics). It was decided to continue for another six months and reassess. Preliminary results emphasize that Executive Directors are an invaluable resource, and their participation leads to deeper discussions and cross-College communication.

Examination fees

The 2022 principles for establishing exam fees

We are a unique professional organization where members subsidize exam fees. The direct and shared costs of administering the exams are greater than the revenue generated from fees paid by candidates. Recognizing that the average subsidy for the Certification Examination in Family Medicine over the past three years has been approximately 20 per cent, and that the average subsidy for the Examination of Added Competence in Emergency Medicine over the past three years has been approximately 40 per cent, the following decisions and principles were established:*

The subsidy from members will support physicians early in their career in achieving the mandatory core credential required to practice family medicine in Canada, the Certification Examination in Family Medicine. The Examination of Added Competence in Emergency Medicine leads to a Certificate of Added Competence, which reflects advanced practice in this clinical area. It is important but it is not a core credential to practice family medicine. We will be phasing out the subsidy for the emergency medicine exam.

In recognition of the hardships imposed on members by the pandemic, the family medicine and emergency medicine exam fees in 2022 were held to the fee established in 2019. This results in continued subsidies budgeted in 2021–2022 of \$3,665,358 or 33.7 per cent of total expenses budgeted for the two exams.

The 2023 (spring and fall) family medicine exam fee: \$3,335

- This is a two per cent increase over 2019–2022 fees (which were held constant) and is the level of predicted inflation
- This aligns with the 2022 principles established for determining exam fees*: The annual family medicine exam fee increase will not exceed two per cent or the level of inflation, whichever is higher per year
- The family medicine exam's budgeted subsidy is approximately 28.5 per cent.

The 2023 emergency medicine exam fee: \$3,597

- This is a 10 per cent increase over 2022

- This aligns with the 2022 decision* that going forward the emergency medicine exam fee will cover all direct and shared expenses, with annual fee increases over the next five years of an amount no greater than 10 per cent per year until such time as this is achieved.
- The emergency medicine exam’s budgeted subsidy is currently approximately 57.3 per cent.

Finances

- Fiscal year June 1, 2020, to May 31, 2021, was challenging to budget and was budgeted conservatively due to uncertainties associated with the COVID-19 pandemic. For the year ended May 31, 2021, the CFPC experienced a surplus of \$8,205,094 (\$5,768,637 in realized surplus and \$2,436,457 in unrealized gain on investments). Major components that resulted in the realized surplus include: the receipt of the federal wage subsidy based on decreased cash flow due to extended payment dates for members and the cancellation of the examination; delayed human resources initiatives, staggered hiring, and no in-person meeting expenses for elected leaders; investment returns due to unanticipated market recovery.
 - The Board approved use of the fiscal 2020–2021 surplus to support projects deferred amid the pandemic to fiscal 2021–2022, and accepted the audited financial statements.
 - The Board agreed in principle for the College to apply to the Canada Revenue Agency to claim the Canada Emergency Wage Subsidy for any periods in 2021 for which we meet the eligibility criteria.
- The Board approved updates to the Policy on Investment Objectives and Guidelines for Ethical and Socially Responsible Investing—deliberately incorporating the Environmental, Social, and corporate Governance (ESG) factors.
- At the November 11, 2021, AMM, wording to appoint our external auditors for each AMM, for each year that is a continuation of our multi-year agreement, will be considered by members. The wording was provided by legal counsel and approved by the Board.

Please contact us at cathycervin@cfpc.ca, flemire@cfpc.ca, or Sarah Scott, Director of Governance and Strategic Planning at sscott@cfpc.ca, if you have any questions.

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