

THE COLLEGE OF
FAMILY PHYSICIANS
OF CANADA



LE COLLÈGE DES
MÉDECINS DE FAMILLE
DU CANADA

CFPC Strategic Plan 2013-2017

(Approved November 12, 2012)

Mission

To support family physicians through certification, advocacy, leadership, research, and learning opportunities that enable them to provide high-quality health care for their patients and their communities.

Vision

The people of Canada have timely access to quality care provided by family physicians committed to the CFPC's lifelong learning requirements.

Summary of Goals

- ◆ Quality patient-centred care
- ◆ Rewarding and valued careers
- ◆ Relevant and progressive educational standards
- ◆ Research capacity
- ◆ Organizational effectiveness
- ◆ Social accountability and equity

GOALS AND OBJECTIVES

Goal 1 Champion quality patient-centred health care provided by family physicians for the people of Canada.

- 1.1 Promote and help develop a pan-Canadian health human resource plan ensuring optimal access to care for all people in Canada, including the opportunity for every person to have a personal family physician by 2020.
- 1.2 Build broad stakeholder support for practices that function as Patients' Medical Homes.
- 1.3 Ensure that by 2017, 50% of all the people in Canada will have personal family physicians whose practices serve as Patients' Medical Homes.
- 1.4 Ensure that the provision of comprehensive continuing care for patients remains the hallmark that defines the discipline of family medicine and the practices of family physicians.
- 1.5 Support family physicians with special interests in acquiring the added knowledge and skills required to meet the needs of specific patients and communities.
- 1.6 Collaborate with other medical specialists and health professionals to help foster enhanced referral-consultation processes and optimal relationships between them and family physicians, ensuring timely access for patients to the full spectrum of care they need.
- 1.7 Support and promote the role of patients and their families as active partners in their health care.
- 1.8 Provide educational and practice model supports, enabling every family practice in Canada to carry out continuous quality improvement activities by 2020.

Goal 2 Promote family medicine as a discipline of choice for medical students and residents and as a fulfilling career for practising family physicians

- 2.1 Grow and sustain participation in Family Medicine Interest Groups in all medical schools.
- 2.2 Stimulate interest in careers in family medicine so that at least 40% of medical students select family medicine as their first choice by 2017.
- 2.3 Support family medicine residents as key participants in College activities, including the ongoing evaluation of family medicine residency training experiences.
- 2.4 Ensure that the roles of family physicians as clinicians, teachers, researchers, and health system leaders are well-understood and highly valued by all stakeholders.
- 2.5 Develop programs to support members during transition times in their career cycles.
- 2.6 Offer customized programs and supports for members in different practice settings or with specific needs.
- 2.7 Develop robust programs focused on family physician and family medicine resident health and well-being.
- 2.8 Advocate for fair and equitable remuneration for family physicians in their clinical, teaching, research, and health system roles.

GOALS AND OBJECTIVES

Goal 3 Define, promote, and ensure the implementation of relevant and progressive educational standards for the continuum of training, certification and lifelong learning for family physicians.

- 3.1 Increase the presence of family medicine and the participation of family physicians throughout the undergraduate curriculum.
- 3.2 Promote and support the Triple C curriculum in family medicine residency programs.
- 3.3 Foster the development of the comprehensive range of competencies that will enable graduates to practise in any community in Canada.
- 3.4 Ensure (accreditation) standards for family medicine residency training programs.
- 3.5 Accredite and provide an appropriate range of CME/CPD programs that will be relevant to meeting the needs of family physicians practising and teaching in all communities throughout Canada.
- 3.6 Ensure that the CFPC's CME/CPD accreditation standards and CME/CPD requirements for maintenance of membership and certification are consistent with the defining elements of the Triple C curriculum, and incorporate both the CanMEDS-FM roles and the Principles of Family Medicine.
- 3.7 Ensure the relevance and credibility of Certification, Fellowship, and all other CFPC special designations.
- 3.8 Promote and support intra- and interprofessional education at undergraduate, postgraduate, and CPD levels.
- 3.9 Continue to strengthen the communication and collaboration between the CFPC and the faculties of medicine and their departments of family medicine across Canada.
- 3.10 Support the community of family medicine teachers throughout Canada.

Goal 4 Advance the discipline of family medicine through innovation, research, and transfer of knowledge.

- 4.1 Support research as a core element of the discipline of family medicine, promoting its value and importance to medical students, family medicine residents, and practising family physicians.
- 4.2 Support the development of the research capacity in family medicine across Canada through advocacy with the Canadian Institutes for Health Research and other granting agencies, and through facilitation of networking and training in research for family physicians.
- 4.3 Advocate for a greater visibility of family medicine research that can be readily translated into practical application by family physicians.
- 4.4 Stimulate, coordinate, and carry out research to evaluate the effectiveness and outcomes related to major CFPC initiatives such as the Patient's Medical Home, the Section of Family Physicians with Special Interests or Focused Practices, and the Triple C curriculum.
- 4.5 Support the community of family medicine researchers throughout Canada.

GOALS AND OBJECTIVES

Goal 5 Ensure that the CFPC and its Chapters have the capability and capacity to serve their members effectively.

- 5.1 Be the organization that is the recognized voice of family medicine by all stakeholders in Canada and in each province/territory.
- 5.2 Ensure the CFPC and its Chapters function cohesively as a well-coordinated and highly effective organization.
- 5.3 Facilitate mutually supportive and collaborative relationships with and among Chapters.
- 5.4 Ensure equity in programs and services for Chapters to optimize their capacity to serve their members.
- 5.5 Grow new memberships by at least 20% by December 31, 2017, compared to December 31, 2012, and decrease attrition rates to less than 2% annually.
- 5.6 Provide opportunities for members from all communities and ethnocultural backgrounds to become CFPC and Chapter leaders and committee members.
- 5.7 Provide accountable governance that reflects and respects the perspectives of all members.
- 5.8 Ensure all family physicians understand and value the benefits of being part of the CFPC, regardless of practice location or scope.
- 5.9 Triple the number of Associate Members* by December 31, 2017, compared to December 31, 2012.
- 5.10 Offer leadership and organizational management opportunities for both members and staff.
- 5.11 Develop a staffing strategy to ensure the right number of appropriately skilled National and Chapter staff.
- 5.12 Develop a robust HR strategy that will attract, motivate, and retain talented staff.

Goal 6 Be socially accountable and promote social equity in all CFPC decisions and actions.

- 6.1 Enhance organizational awareness of the impact of social determinants on the health and well-being of the people of Canada.
- 6.2 Advocate for government policies that address the social determinants of health.
- 6.3 Enhance awareness among medical students, family medicine residents, and practising family physicians of the social determinants of health and how they should be considered in every patient encounter, particularly when caring for underserved, vulnerable, and marginal populations.
- 6.4 Support our members in their role as advocates for improving the social determinants of health that affect the health status of their patients and communities.
- 6.5 Include the need to be socially accountable in the development and evaluation of all CFPC policies and activities.

*Other health professionals who work on teams with family physicians in community practices or academic family medicine departments.