

**THE COLLEGE OF
FAMILY PHYSICIANS
OF CANADA**



**LE COLLÈGE DES
MÉDECINS DE FAMILLE
DU CANADA**

CFPC Board of Directors Decisions/Directions and Impacts

December 2020 to January 2021

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Recurrent themes in the Board meetings have been:

- How can we best support our members
- How can we increase recognition of the value of family doctors and family medicine
- How can we support comprehensive family medicine care close to home for Canadians

GOAL 1: SET STANDARDS TO DEVELOP AND SUSTAIN SKILLED FAMILY PHYSICIANS

The future of family medicine

In December the Board approved the *Residency Training Profile for Core Family Medicine and Certificates of Added Competence (CAC) Enhanced Skills* (RTP). This is a significant achievement. The RTP is derived from the *Family Medicine Professional Profile*, and it articulates the expected outcome of residency training.* It was developed based on extensive consultation from frontline family physicians with a variety of practice profiles, academic family physicians, and trainees. The RTP:

- Reaffirms the identity and values of family medicine
- Emphasizes a comprehensive scope of work, generalist competence, and interdependent work arrangements
- Is our brand of family medicine—one that is socially accountable, legitimizes and strengthens our value in the health care system, can be evaluated, establishes us to continually and sustainably strive for quality improvement, and commits our discipline to the provision of comprehensive care and improved health outcomes for all Canadians

This was followed in January by the Board providing feedback to the Family Medicine Specialty Committee about the Outcomes of Training Project (OTP) recommendations. The recommendations are intended to strengthen training and the provision of comprehensive family medicine care, adapted to community needs. This will include particular attention to areas such as acute care, hospital care, long-term care, home care, equity, diversity, and anti-racism through:

- Supporting implementation of the RTP
- Enhancing the CFPC's capacity to evaluate the outputs and outcomes of training and to address existing gaps, trends, and educational challenges

The Board anticipates receiving the final OTP recommendations for its approval in February.

* College of Family Physicians of Canada. *Family Medicine Professional Profile*. Mississauga, ON: College of Family Physicians of Canada; 2018. Available from: https://portal.cfpc.ca/resourcesdocs/uploadedFiles/About_Us/FM-Professional-Profile.pdf. Accessed January 19, 2021.

The Board also provided direction related to Certificates of Added Competence (CACs). This includes the CACs' importance in supporting comprehensive family medicine while also valuing enhanced skills that meet community needs and enable care to be delivered close to home, including rural and remote settings. We will:

- Establish a CFPC statement outlining expectations of family physicians with Certificates of Added Competence (CACs). This public document will align with the RTP. Family physicians with CACs are an integral part of the Patient's Medical Home and greater awareness of that role allows for clarification of this expectation both in practice and in training.[†]
- Finalize criteria that meet the CFPC's expectations about the purpose and goals of CACs within family medicine, to be reviewed regarding the establishment of new CACs. Consideration for new CACs recognizes the ongoing requirement to respond to community needs that continue to evolve.
- Define a Practice Eligible Route for family physicians to acquire a CAC.

Through this work we aim to elevate the profile of family medicine for all our members.

Maintaining the standards of family medicine

In December the Board of Directors and the Board of Examinations and Certification met. They focused on co-creating and updating our respective processes, coordination, and communication. The Board of Examinations and Certification has an essential responsibility for maintaining the standards of family medicine.

[†] College of Family Physicians of Canada. Patient's Medical Home website. <https://patientsmedicalhome.ca/>. Accessed January 19, 2021.

GOAL 2: MEET THE EVOLVING HEALTH CARE NEEDS OF OUR COMMUNITIES

Anti-racism

The CFPC takes its role in addressing systemic racism in medical education, research, practice, and toward its members seriously. The CFPC Board has discussed this extensively and is committed to meaningful action.

Providing members with online CPD for family physicians, by family physicians

Member response to the practical evidence-based CPD and practice improvement tools that we have been producing for family physicians has been strong. The Board recognizes how useful access to this information is for members.

The initial funding directed by the Board to support this work had a three-year time frame. The Board extended this to the end of November 2023. Watch for news February about CFPCLearn—the new e-learning portal containing our CPD and practice tools.

GOAL 4: STRENGTHEN OUR MEMBER-BASED ORGANIZATION

Refreshing our strategic direction

The Board and senior management are committed to reflecting on major disruptions, including the pandemic, that affect society, family medicine as a discipline, family practice, and the CFPC as an organization. The Board, senior management, and Chapter elected and staff leaders have been involved in identifying strategic opportunities—emerging themes that may be accelerators or disruptors. The Board and senior management will be working further on this at the end of January.

Call for applications for 2021 Board Election

Be sure to watch for the Call for Applications announcement in early February! Perhaps you are looking for a leadership opportunity, or you can nudge a colleague you think would make a great Board Director.

The Board approved the priority recruitment attributes for two Director-at-Large vacancies in the 2021 Board election. It also approved the nominees for the President-Elect, the Secretary-Treasurer, and a second term for a current Director-at-Large.

Annual Board assessment

The Board wishes to thank Chapter leaders, Committee and Section Chairs, chairs of university departments of family medicine, and senior staff for participating in the annual assessment of the CFPC and its Board.

The Board reviewed and reflected on the feedback, learning a lot from the comments that were shared including identifying ways we can improve, particularly regarding communication. We will focus on enhancing Board communications and relationships with:

- Members, about what we're doing
- Chapter leaders
- Senior management

Executive expectations

Executive expectations are established by the Board, and describe the various functions of the organization and the shared responsibilities of the CEO and Executive Directors. The

CEO reports on these functions, which are reviewed annually, to the Board. The Board approved two updates:

- i. Under Interactions with Publics, the CFPC's broad mandate was clarified: As a member-focused organization its mandate is to its members: education, advocacy, and support. As an accreditation and certification organization the CFPC's mandate is to set standards in the best interest of the public: certification and accreditation. Strong standards of certification are in keeping with the assessment of competence and are consistent with the social accountability mandate of our profession. They validate the work that family physician members do every day and increase recognition of the value of family doctors and family medicine.
- ii. To outline CEO role in integrating the Foundation for Advancing Family Medicine (FAFM) within the activities of the CFPC, in order for the FAFM to most effectively support the College and its members through philanthropy.

Section of Researchers succession planning

The Board approved Dr. Vivian Ramsden of Saskatoon, Saskatchewan, as Chair-Elect of the Section of Researchers. Dr. Ramsden will succeed Dr. Marshall Godwin as Chair at the time of the 2021 Annual Meeting of Members for a two-year term.

Chapter Bylaw updates

The Board approved proposed bylaw amendments for the Alberta Chapter. The Chapter Board and staff will present this to their members for consideration.

Volunteer reimbursement and honoraria

Our new CFPC Volunteer Reimbursement Policy was shared with current volunteers (all committees/groups and Boards) and came into effect January 1, 2021.

For some areas of our work, subject matter experts (SME) are engaged to produce specific deliverables for the CFPC that could not otherwise be realized without the expertise of the SMEs involved (e.g., examination question developers, CPD program reviewers). The Board approved an SME honoraria policy to detail how and for whom such honoraria are determined.

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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