



ABOUT US: The Canadian Federation of Medical Students (CFMS) is the national organization representing over 8,000 Canadian medical students from 15 medical schools across Canada. We represent medical students to the public, to the federal government, and to national and international medical organizations. We are tomorrow's physicians leading for health today.

In response to the unmatched Canadian medical graduates' crisis (medical graduates without a medical residency training position), the CFMS calls on the federal, provincial and territorial governments to:

1. Commit to strong and meaningful national leadership for effective, responsive, and transparent health human resource planning that meets the healthcare needs of all Canadians.
2. Commit to a pan-Canadian strategy for effective and socially-responsible physician and health workforce resource planning that is evidence-based and transparent to both medical trainees and the public.
3. Commit to work between governments (federal, provincial, territorial) to maintain residency training positions for Canadian medical graduates during second iteration of the match process, and fund residency positions to achieve a ratio of 120 Canadian residency seats for every 100 Canadian medical graduates.

NEED FOR NATIONAL LEADERSHIP: The rising number of Canadian medical graduates without a residency position poses significant risk to Canadian physician resource planning. Medical education is heavily subsidized by taxpayers (an estimated \$200,000 per medical student). In recognition of how critical the need for physicians is to the function of Canada's healthcare system, having large cohorts of ready-for-practice medical graduates unable to complete their training and enter the Canadian health workforce is a barrier to ensuring quality healthcare delivery to all Canadians. Residency positions are provincially funded, hosted by universities, and delivered in hospitals and clinics. However, medical students apply to residency positions through an integrated Canada-wide system facilitated by the Canadian Resident Matching Service (CaRMS), creating significant flow across provincial borders. The crisis is therefore a Canada-wide problem requiring a pan-Canadian solution.

NEED FOR A PAN-CANADIAN STRATEGY: The Physician Resources Planning Advisory Committee (PRPAC) provides a national forum for governments and medical representatives to discuss physician workforce planning. Its focuses are to address physician imbalances across identified medical specialties, develop a pan-Canadian needs/supply tool, and give accurate information to support decision-making by those pursuing medical training. The supply tool monitors how changes in the number of medical student positions at different schools impact the number of physicians by province and nationwide. The needs tool predicts the number of physicians that are anticipated to meet current and future population healthcare needs. Although predictive models are complete, there is currently no mechanism to respond to evidence, as it is generated. We urge all levels of government to create processes to respond to data from these tools.

NEED FOR ADEQUATE RESIDENCY TRAINING POSITIONS: The most significant contributing factor to the unmatched Canadian medical graduates' crisis is the decreasing ratio of available residency positions to Canadian medical student graduates per given year. Maintaining the separation of Canadian medical graduate residency positions, apart from international medical graduate residency positions, after the second iteration of the match process has shown to be effective in reducing unmatched graduates. Increased residency positions will better meet the training needs of Canadian graduates through an optimal match algorithm that has the flexibility to also better accommodate transfers and re-entry from previously being unmatched.

THE PATH FORWARD: The CFMS is cautiously optimistic with the improved results of graduates matching to residency positions this year. However, this is highly attributed to one-time short-term solutions: 1) the creation of residency seats in Ontario and Nova Scotia and the Canadian Armed Forces, 2) separation of residency seats between Canadian and International graduates in second iteration of the match process, 3) increased student supports during and after the match process by medical schools. The CFMS acknowledges that we need sustainable long-term solutions to ensure a continued decrease in the number of unmatched Canadian medical graduates in future years and to ensure a proper health human resources strategy that is responsive, adaptive, and transparent to the healthcare needs of all Canadians.