<p style="text-align:center; color:red;">NOTES FROM FIRST MEETING OF THE
RESEARCH EXCHANGE GROUP ON HEALTH HUMAN RESOURCES
SEPTEMBER 28, 2023 2:30PM TO 4:00PM NT</p>

The following is a summary of a collaborative exchange in which participants in the Research Exchange Group on Health Human Resources discussed a variety of issues with a focus on planning and next steps for the group.

1. The group will meet once monthly at days and times that work for the majority (i.e. no rigid/scheduled day/time will be established). A Doodle Poll will determine the optimal timing for the next meeting, to take place between late October and early November.

2. The group's next meeting will focus on the current policy landscape in NL for Health Human Resources. Panelists involved in HHR decision making from government and NLHS will be invited to provide the group membership with an overview of "where we are now" in terms of developing provincial HHR recruitment and retention policies.

3. The group is seeking a co-convener who can be anyone in the group (i.e. does not have to be an academic) Convener roles/ details are in the Appendix on Page 4. Contact Rochelle.baker@med.mun.ca to volunteer/ learn more.

4. Please invite others to join us—all they need do is email me to sign up

5. After a fulsome discussion about the many complex issues related to HHR, the group agreed to the following overall approach / goals:

Step 1: Understanding where we are now in HHR Research, Practice and Policy in NL
We will start off with a focus on breaking down silos and gaining a comprehensive understanding where we are now to uncover and discuss current policies, current and recently completed research, and the approaches being taken in practice to support HHR in NL, including HHR being delivered outside the formal "healthcare system" in our communities.

Step 2: What's missing? Identifying Knowledge Gaps
Based on what we have learned in Step 1 above, the group will discuss and identify knowledge gaps: what do we need to know more about? Local context? Proven, evidence-based recruitment and retention strategies? How we create excellence in the workplace? How we connect HHR to a learning health and social system? Forecasting and planning models? Training needs along the education continuum? Work-life balance issues?

Step 3: Identify potential to develop collaborative teams/ locate evidence to support policy making
The identification of knowledge gaps will support the development of collaborative research teams, programming and practice in NL to support improvements in HHR. The group will then be prepared to inform policy makers ion the province about what we have learned/ can advise.

TOPICS FOR FUTURE MEETINGS

The group discussed a great number of topics with the following potential topics emerging as potential focus for future discussion/ presentations. Please note that it is hoped that all of the following issues will be explored with a focus on the local context/ local contextual issues:

THEME: RECRUITING HEALTH WORKERS

- Recruiting the team-based workforce we need: healthcare teams working to their scope of practice will include: nurses, physicians, allied health, etc. – how can we recruit this diverse workforce?

- [Physician Recruitment: Barriers in NL](#) (will request a report on a recent study from Memorial University, published by Drs. Monica Kidd, Gerard Farrell and Nicholas Fairbridge, to determine the barriers recent Memorial University of Newfoundland medical alumni have faced in establishing medical practice in NL.

- Issues specific to rural healthcare: recruitment approaches, barriers, facilitators

THEME: HEALTHCARE IS NOT JUST THE SYSTEM": UNDERSTANDING THE ROLE OF THE COMMUNITY IN SUPPORTING POPULAITON HEALTH

- Community Capacity: How is healthcare being delivered outside the NLHS context, in communities? What is the role of private practice? Non-profits? Volunteers? NGOs? etc.

- What role can patients and caregivers provide in HHR policy making?

THEME: RETAINING HEALTHCARE WORKERS:

- Dealing with issues of worker burnout, stress, fatigue

- Creating workplaces of excellence

- The role of communities/municipalities in retaining rural healthcare workers/ taking a strengths-based approach to rural healthcare

THEME: BUILDING FOR THE FUTURE

- Forecasting and Planning: Creating HHR models that work in real-world context

- Training and Education Needs: taking a proactive approach

ROLES AND GUIDELINES FOR RESEARCH EXCHANGE GROUPS

ABOUT THE PROGRAM

- The Newfoundland and Labrador Centre for Applied Health Research has established the Research Exchange Groups (REG) program to engage with our community and build research capacity in the province. The program brings together university researchers, health professionals, decision-makers, community groups, and members of the public who share a common interest under the domain of applied health research.

- Groups meet as often as the membership prefers. Some meet once or twice a year and others meet monthly. Meetings are generally booked for 90 minutes but not all of this time must be used. A Q&A component is encouraged for all presentations.

- Groups generally take hiatus in July and August.

- Membership is open to all. The program is free and public.

- Meetings are held via Zoom and/or in-person according to the group's wishes.

- Meetings can take the form of research presentations, talks about health and community programs, round table discussions on topics of interest, discussions of journal articles, brainstorming sessions- whatever suits the membership.

- More about the program here: https://www.nlcahr.mun.ca/Research_Exchange/

NLCAHR ROLE:
- Helping group conveners to come up with a meetings schedule/ roster for the year and booking space for it/ setting up IT
- Helping conveners identify presenters
- Contacting presenters for the group, as required
- Coordinating all communication related to the group activities
- Sending out notices of meetings, tracking RSVPs
- When required, setting up meeting room (coffee, tea, IT, teleconference/webinar) for meetings
- Attending meetings
- Circulating follow-up information after meetings and circulating information of interest to membership to the group on behalf of members and conveners
- Maintaining a webpage for the group
- Ongoing promotion and recruitment

CONVENER ROLE:
- Identifying and contacting presenters/ identifying research projects/ meeting themes etc. and assisting NLCAHR with scheduling meetings

- Confirming meeting times/dates
- Chairing meetings
- Confirming goals and objectives with the group
- Helping recruit members (ongoing recruitment)

PARTICPANT/ GROUP MEMBER ROLE:
- Attending meetings, as available
- Providing input about suitable meeting times/dates
- Confirming goals and objectives with the group
- Helping recruit members (ongoing recruitment)
- Identifying potential presenters/ identifying research projects/ meeting themes etc.

RECRUITING NEW MEMBERS:

From time to time, group membership may wax and wane. When a group needs to recruit more members, existing membership, conveners, and NLCAHR can:

- Send an invitation letter to people in your networks
- Ask anyone getting the letter to pass it on within their networks (create a network of networks)
- NLCAHR posts the invitation on its website and promotes the group on Facebook/ Twitter
- NLCAHR tracks the uptake in an excel sheet listing those interested in joining (name, affiliation, email)