



**Advocacy**  
Public Affairs Committee

CAEP | ACMU

## **CAEP Statement: Physician Advocacy and the Continuing Crisis in Emergency Care**

**For Immediate Release**

**Ottawa, ON: February 25, 2025**

The Canadian Association of Emergency Physicians (CAEP) is profoundly alarmed by the escalating pressures emergency physicians face nationwide. Increasing workloads, chronic understaffing, overcrowded hospitals, and systemic barriers have created unsustainable environments, leading to widespread burnout and moral injury among emergency care teams.

Hospital crowding and access block have forced physicians to provide care in unconventional and often inappropriate spaces, a practice that has regrettably become normalized. Systemic resource shortages are causing unacceptable delays in care, resulting in poor patient outcomes, including preventable deaths. These conditions highlight the urgent and non-negotiable need for comprehensive systemic reform with strong accountability frameworks at all levels.

Emergency physicians play a critical role in delivering high-quality, timely, and lifesaving care to patients across Canada. However, some emergency physicians and leaders face workplace harassment and bullying from hospital administration, including intimidation, unfair treatment, punitive measures, and retaliation for advocating for patient care and physician well-being. This cannot be tolerated as it can create a toxic work environment, compromise patient safety, and contribute to physician burnout and workforce attrition.

Physicians must feel empowered to advocate for better care without fear of reprisal for speaking out against unsafe working conditions. CAEP recognizes the urgency of this issue and will be developing an official position statement to address workplace harassment and support a culture of safety and advocacy in emergency medicine.

We remain committed to supporting emergency physicians and their patients, championing sustainable solutions that support healthcare workers' mental health and resilience while ensuring timely, high-quality care. We stand ready to collaborate, offering evidence-based recommendations, including those from the EM:POWER Task Force Report, to drive meaningful system change. To our members, we extend our deepest gratitude for your dedication, and we will continue working to ensure all Canadians have access to the care they deserve when they need it most.

### **About CAEP:**

As the national voice of emergency medicine (EM), CAEP provides continuing medical education, advocates on behalf of emergency physicians and their patients, supports research and strengthens the EM community. In



# Advocacy

Public Affairs Committee

co-operation with other specialties and committees, CAEP also plays a vital role in the development of national standards and clinical guidelines.

CAEP keeps Canadian emergency physicians informed of developments in the clinical practice of EM and addresses political and societal changes, that affect the delivery of emergency health care.

**Contact:**

Christina Bova  
Deputy Executive Director, Member Engagement and Advocacy  
Canadian Association of Emergency Physicians  
[cbova@caep.ca](mailto:cbova@caep.ca) | 613-793-0926