ROYAL COLLEGE
OF PHYSICIANS AND SURGEONS OF CANADA
COLLÈGE ROYAL
DES MÉDECINS ET CHIRURGIENS DU CANADA

October 31, 2025

Monsieur Christian Dubé, M.A.N.
Ministre de la Santé
Ministère de la Santé et des Services sociaux
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Monsieur le Ministre,

On behalf of the Royal College of Physicians and Surgeons of Canada, I am reaching out to strongly encourage the Quebec government to collaborate with physicians and physician organizations in the province to ensure that the implementation of Bill 2 meets the healthcare needs of the population.

While we agree with the need for greater accountability in health care, we encourage your ministry to ensure that quality patient care and long-term sustainability of the health system are prioritized in the implementation of the Bill 2:

- **Additional resources are needed to increase the capacity of the health system.** The changes identified in Bill 2 will increase the number of patients in the health system; however, care metrics will not improve unless the government provides resources to deliver care to more patients. We've heard from members, for example, that there are already limitations with operating room capacity. This challenge will worsen with an increased patient load, increasing wait times and setting physicians up for failure in meeting wait time targets. We encourage you to focus on increasing resources for physicians and other health care providers to do their jobs to the best of their abilities and provide the best care possible for patients in Quebec.
- **Quality of medical education should not be impacted by the new legislation.** Bill 2 has the potential to disincentivize physicians from providing medical education and participating in volunteer positions for regulatory bodies. Quality medical education is essential for the long-term sustainability of the health system. We encourage the Quebec government to ensure that medical education is not

compromised by working with educational institutions and bodies and ensuring proper renumeration for teaching activities.

- **Physician well-being and retention should be not be ignored.**
  A healthy and sustainable health system requires a healthy and sustainable workforce. According to 2025 National Physician Health Survey, 46% of physicians report high levels of burnout, and37% of physicians plan to reduce their clinical hours in the next 24 months. Burnout is a clear threat to a sustainable workforce, and the government must take the wellbeing of its physicians seriously. . Since the announcement of the government's changes, many physicians in Quebec have reported considering leaving the province or retiring early. The government must collaborate with physicians and physician organizations in its province to ensure a sustainable and healthy workforce that has the capacity to provide care to patients.
- **Larger patient panels should not compromise quality of patient care.**
  Quality patient care is imperative. With a larger patient panel per physician, the government should ensure that patients continue to be able to schedule appointments and receive quality care. To do this, the government should consider investing resources in the three areas identified above: capacity of the health system, quality medical education, and physician well-being and retention.

We implore you to reengage physician organizations and physicians in Quebec with these considerations in mind. Collaboration between the government, educational organizations, physician organizations, and individual physicians is necessary for long-term sustainability of the health system.

Yours sincerely,



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