



PRESS RELEASE

CMA 2025 National Physician Health Survey: Nearly Half of Physicians Say Their Mental Health Is Worse Than Before the Pandemic, Though Some Key Areas Show Improvements Since 2021

Ipsos Public Affairs' survey for the Canadian Medical Association (CMA) reveals critical data that examines the state of physician health and system pressures across Canada.

Ipsos in Canada, on behalf of the Canadian Medical Association (CMA), conducted extensive research to provide current, relevant data on the state of physician wellness in Canada. The 2025 National Physician Health Survey (NPHS) is the third iteration of this landmark study, following waves that gathered baseline data in 2017 and pandemic-era insights in 2021.

Canada's health care system continues to face unprecedented pressures in the post-pandemic era, making physician health and wellness more critical than ever. The 2025 survey comes at a pivotal moment as the profession navigates ongoing workforce challenges, emerging technologies, and evolving workforce safety concerns.

The findings serve as a guide for organizations, researchers, educators, and policy-makers in strengthening initiatives to support a thriving health workforce.

Key survey findings include:

A Slow Recovery in Mental Health and Wellness:

- 46% of physicians say their mental health is worse than it was before the pandemic, though this represents a 14-point improvement from 2021.
- Burnout remains high at 46% (down from 53% in 2021). Burnout is particularly high among women (49%), doctors with 6 to 10 (56%) and 11 to 20 (51%) years in practice, and those in rural or small-town settings (50%).
- 42% of physicians screened positive for depression. While this is a drop from 2021 (48%), it remains higher than the 2017 baseline (34%). Rates are significantly higher among medical residents and fellows (58%).
- 21% report moderate to severe anxiety, a 4% decrease since 2021.



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Administrative Burden and the Role of Technology:

- Physicians work an average of 10.4 hours per week on administrative tasks, with 64% reporting they spend a significant amount of time on electronic medical records (EMRs) outside of regular hours.
- Technology may offer emerging relief: 21% of physicians now use AI tools, with 59% of users saying these tools have already reduced their administrative load.

Workplace Safety Concerns Persist:

- 74% of respondents report experiencing bullying, harassment, microaggressions, and/or discrimination on the job.
- These incidents are most often tied to gender expression/identity (47%), and the most common source is patients or their families/friends (58%).

Signs of Improvement in Work-Life Balance and Help-Seeking:

- 60% of respondents report being satisfied or very satisfied with their work-life balance, up from 49% in 2021.
- 65% have accessed at least one wellness support in the past five years, an 11% increase since 2021.

Retention Pressures and Potential Solutions:

- Workforce strain is impacting system capacity: 37% of physicians plan to reduce their clinical hours in the next 24 months.
- To improve recruitment and retention, physicians identified key priorities, including reducing administrative burden (77%), supporting team-based care (46%), promoting safe work environments (40%), and improving interoperability/connected health systems (39%).

See the 'CMA 2025 National Physician Health Survey' report here:

[DOWNLOAD THE FULL REPORT](#)



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www.ipsos.com

35 rue du Val de Marne
75 628 Paris, Cedex 13 France
Tel. +33 1 41 98 90 00

