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1. **PARA** - Know Your Contract: Regular Duty Hours and Weekends/ Call Stipends

Tip #1:

Resident duty hours include patient care and service, clinical experience and mandatory academic pursuits. These four areas of resident physician engagement are specifically noted in the duty hours "definition", regular and on call. For this reason, any **mandatory** academic sessions must either be held during and considered to be regular duty hours or administered and compensated as on-call hours when held outside regular duty hours.

Article 14.01 sets out to define duty and on-call hours as providing "a balance of patient care, service, clinical experience and academic pursuits." Therefore article 14.02 (c) applies:

No Resident shall be scheduled or required to work any hours on Saturday, Sunday, or Named Holidays (weekend days) with the following exceptions:

1. Where the Resident is scheduled as on-call
2. Where the Resident is scheduled for an Emergency Medicine shift, as part of an Emergency Medicine rotation
3. Where a Resident is not scheduled as on-call on a weekend day, a stipend of \$100 shall be paid to a Resident required to perform patient rounds on an assigned hospital service during a weekend day. Any individual Resident shall collect no more than one stipend amount per day, and the stipend amount shall be paid no more than once per day for any individual service at a hospital site.

Elsewhere in the contract resident physicians' dual roles as learner (academic work) and health-care provider (patient care) is noted and the inextricability of these roles is also emphasized; the educational requirements of residents cannot be separated from the training and practice of residents:

- 3.04 It is recognized that the primary focus of Resident programs will always be educationally based on programs accredited by the College of Family Physicians and Royal College of Physicians and Surgeons of Canada. However, Residents are physicians, working under the supervision of qualified physician preceptors within Member Facilities and other community settings, and therefore also deliver valuable patient services during their educational program.

3.05 The Parties, PARA and the Authorities, recognize the unique and diverse roles which Residents play and acknowledge that the multiplicity of roles is fundamental to the training of Residents. In most of these roles, Residents serve as direct providers of clinical service within the Member Facility/ University structure in recognition for which they receive remuneration. The parties further acknowledge that these roles, although distinguishable for the purposes of discussion, are inextricably bound together in the training and practice of Residents. Notwithstanding Article 3.04 the role of Residents in the Member Facility/ University has a significant clinical component, which involves the development of the ability to make independent clinical decisions commensurate with the level of training.

Tip #2: Get your time sheets in on time

Call stipends cannot be paid if time sheets are not submitted by chief residents, program administrators, or residents themselves. Program time sheets have a due date set on the time sheet; this due date is usually within a week of the end of a rotation and meeting this due date ensures that residents will be paid within a month of the end of their rotation. If your time sheet is not submitted by this time, you could end up waiting months before receiving your call stipends. If a month has passed and you have not received your stipends, make sure your time sheet has been submitted and contact PARA.

For more contract tips, visit the PARA website at <http://www.para-ab.ca/agreement/know-your-contract>

2. PARA 2010 Negotiation Update

- Survey Results: Thank you to the residents who responded to the PARA Negotiation survey; we achieved a 50% response rate, our best turn out yet! The membership expressed overwhelming support for both the RRSP contributions and flexible spending accounts. PARA will be reporting in greater detail on what members said in our January e-publication: the PARAdoc.
- Top representatives from Alberta Health Services have recently outlined that the province will face an additional deficit of \$500 million to \$1 billion in 2010-11 before any cost-cutting measures are taken into account. Moreover, Alberta's projected deficit is reported at \$4.3 billion dollars for the 2009-2010 term.
Indeed, the 2010 PARA negotiation is gearing up to be a challenging one, and your PARA Negotiation team has been working hard to make the most out of the current fiscal circumstances. Subcommittees presented their findings on the four areas of negotiation research: compensation, work hours, benefits, and economics. In addition, your team dedicated an entire weekend this month to participate in the PARA leadership seminar, which was an event focused on negotiation preparation, including how to negotiate in times of economic down-turn.
- Previous Negotiation Updates can be found on the PARA website at <http://www.para-ab.ca/news/news-and-events/negotiations-update>

3. Call for PARA Executive Nominations

PARA will be accepting nominations for the 2010/2011 Executive now until January 15, 2010. Members of the 2010/2011 PARA Executive will have the opportunity to attend the executive retreat in Canmore or Banff on the weekend of June 4th - 6th. Executive members are responsible for implementing direction from the Board of Directors; through this role, residents can access opportunities to develop their leadership skills, liaise with health and medical education stakeholders, and represent Alberta's residents on a regional, provincial, and national level.

- For position descriptions and a copy of the PARA Executive Nomination Form, please see the PARA website at <http://www.para-ab.ca/board/para-executive/executive-nominations>

4. Upcoming Events – Social

PARA Christmas Social and Caroling Event – Friday, December 11th @ 1800 hrs
Calgary: Foothills Hospital – Doctors Lounge
Edmonton: University of Alberta Hospital – Dvorkin Lounge
RSVP to para-ab@shawbiz.ca to be included in the festivities.

For more information on upcoming events visit PARA's events calendar online at <http://www.para-ab.ca/calendar.aspx>.

PARA is also trialing a new facebook page to allow residents to RSVP for PARA events. You can find our page at <http://www.facebook.com/group.php?gid=185755111347> Feedback on the new site is welcome.

5. Increase in Parking Rates – Effective January 4, 2009

Please read the attached AHS memo.

6. **PARA's** Spot the Stethoscope – November's winners

Check out the PARA website at <http://www.para-ab.ca> and win. Each month until March 31st 2010, a stethoscope will be hidden somewhere on PARA's new website. The first 14 residents who correctly reply by email detailing where on the PARA website the stethoscope is hidden will win!!! Residents cannot win two months in a row.



December First Prize - two tickets to a December NHL game
Drs. Ryan Snelgrove and Janel Nadeau - Calgary
Drs. Lawrence Lou and James Yeung – Edmonton

Second Prize Winners: two tickets to the movies
Dr. Danny Ng
Dr. Josh Wong
Dr. Justin Hsu
Dr. Kerri Chung

For more information on the Spot the Stethoscope Contest, visit PARA online at <http://www.para-ab.ca/news/contests>.

7. **PARA's 2009 Resident of the Month**

Dr. Gaurav Malhotra, Family Medicine PGY2, University of Alberta

A medical student had this to say about Dr. Malhotra.

"I had the pleasure of having Dr. Malhotra as my resident during my Internal Medicine rotation. He went well above and beyond his duty as resident and was a vital part of the team. He would go out of his way to explain and teach me medicine, gave me opportunities to do procedures with excellent supervision, provided encouraging feedback, and gave me advice on residency, medical school, and life in general. Throughout my 6 week rotation with him, he always treated me with respect and would talk to me as a colleague on the same level. I always felt comfortable asking him questions and he would always have a more than satisfactory answer. Being on call for a student can be extremely stressful; however, Dr. Malhotra always supported me, allowing me to explore new consults independently, but always knowing my comfort zone and when I needed help. And as an exceptional physician, Dr. Malhotra was well liked by the staff and his patients. He knew his medicine, cared for his patients, and provided beyond the standard of care that we as health advocates expect. For all these reasons, Dr. Malhotra should be the PARA resident of the month."

For more information on past winners, visit the PARA website at <http://www.para-ab.ca/news/news-and-events/resident-of-the-month>

Regards from,
Your **P**rofessional **A**ssociation of **R**esidents of **A**lberta