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## 1. **PARA – Know Your Contract: Call Duration**

The Collective Agreement sets the maximum duration of both in-house and home call shifts at 24 hours plus two hours for handover:

### Article 14.04 (e) [In-house call]

In the interest of safe patient care and respect for the personal safety, wellbeing, and the educational requirements of the Resident, sign-over of patient care responsibilities and pertinent patient information shall begin no later than the 24<sup>th</sup> consecutive hour on duty. Apart from handover of patient care responsibilities, no Resident shall be required to assume new responsibilities following the 24<sup>th</sup> hour of duty. Such handover shall not exceed 2 hours.

### Article 14.05 (f) [Home call]

In the interest of safe patient care and respect for the personal safety, wellbeing, and educational requirements for the Resident, any Resident on home call who stays in or returns to the hospital to attend to a patient between the hours of 12:00 a.m. and 6:00 a.m. is entitled to relieve themselves of all responsibilities immediately after handover of patient care responsibilities. Handover shall commence no later than the 24<sup>th</sup> hour of duty and shall not exceed 2 hours.

This work-hour expectation was established to ensure safe patient care and resident physician well-being. Studies have shown that long work hours are associated with a variety of negative consequences including depression, interference with an individual's personal relationships,

difficulty establishing rapport with others, difficulty maintaining professionalism, a decrease in work enjoyment, and increased risk of medical errors and personal injury.

Based on the feedback from the last Negotiation Survey, resident physicians' shifts last on average for 27 hours. **PARA** recognizes the primary purpose of residency is to train and educate physicians and understands the importance of handover. In that regard, there may be exceptional educational opportunities that may warrant a resident physician's decision to stay beyond 26 hours; however, such decisions must be the choice of resident physicians and must be the rare exception rather than an expectation. It is the responsibility of us all to ensure that if we do stay past 26 hours that it is an intentional decision that does not serve to establish an example or expectation to which we or our colleagues will be held in the future. It is all of our responsibilities to strive to realize and protect the working conditions established in the Resident Physician Contract.

## 2. PARA Negotiation Update

The Arbitration Hearing took place from March 7 to 9. During the first two days, **PARA** and the Educating and Employing Entities (EEE) presented their monetary arguments to the Arbitration Tribunal. The Tribunal is made up of a nominee selected by **PARA**, a nominee selected by the EEE, and a Chair agreed on by both parties. During the hearing both parties presented evidence on issues including salary, stipends, health benefits, and leaves. **PARA** presented for the majority of the first day and had the final opportunity to present at the end of the second. **PARA's** arguments to the Arbitration Tribunal were strong and evidence-based.

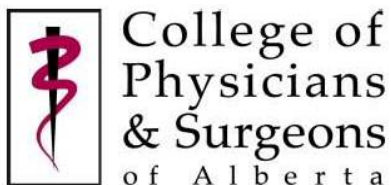
The Tribunal met on March 9 to further discuss the evidence and has been in touch with **PARA** and EEE regularly for further information and clarification of the information that each group provided in their respective Arbitration Briefs. These briefs include a significant collection of supporting documentation. At this point, it is the Chair's responsibility to review the arguments presented at the hearing and the evidence provided in the briefs to determine an appropriate settlement for each outstanding issue. The Chair will then compose the Arbitration Award that includes both the Chair's decision on each issue and the rationale for that decision. Out of respect for these requirements and a timely decision, we expect the Arbitration Award to be delivered some time within the next month. The outcome of this Award will be communicated with you directly.

Further information about the non-monetary articles that were negotiated can be obtained by contacting the **PARA** office or attending one of the **PARA** Town Hall meetings. Ratification of these articles will occur at the April 18 Board Meeting. For more information on the board meeting and **PARA** Town Hall, please see the "Upcoming Events" section below.

## 3. Your Spring *PARAdoc*

Take a look at what your organization and your colleagues have been up to in your spring *PARAdoc*, **PARA's** annual e-magazine. You will find this publication in your inbox later today.

## 4. Graduating Resident Physician Licensure – a Note from the CPSA



### Licensing Information for Resident Physicians, Fellows, and Physician Extenders.

Trainees who intend to enter practice in Alberta following completion of their training program must apply for an independent practice licence with the College of Physicians & Surgeons of Alberta. **Please note: Physician Extender**

**licences automatically expire when your residency program ends.** The first step in the process is completion of the online Eligibility Review Form. Information can be obtained at the following link: [http://www.cpsa.ab.ca/Services/Registration\\_Department/OATS.aspx](http://www.cpsa.ab.ca/Services/Registration_Department/OATS.aspx) or if you have any questions, contact the College's Registration Department at (780) 969-4924 or email [registration@cpsa.ab.ca](mailto:registration@cpsa.ab.ca).

## 5. AHS Pay Date Change

Please mark your calendars for an important change coming in the way you will be paid, starting in June this year. The upcoming pay date of Friday, June 10 will be

**moved to Wednesday, June 15.** Pay will then be distributed on a bi-weekly basis from that Wednesday forward. ***This change does not affect your actual pay – it only shifts the date when you are paid.***



It is **important that you** contact your financial institution prior to June 15 to adjust the timing of any automatic withdrawals tied to the timing of your payroll deposit.

Alberta Health Services will be offering an optional **one-time advance** to Regular Full-time and Part-time staff. A letter and advance payment request were sent directly to your home in mid-March, advising of the advance available to you and the process for requesting the advance.

Why the need to change the pay dates? This new, standardized pay processing period will allow timekeepers more time to input payroll information, therefore ensuring accuracy and reliability. It is the normal pay period for large, public sector organizations.

For more information, please see the attached memo, go to [Insite](#) on the Alberta Health Services website, or phone 1-877-511-4455. You can also contact Human Resources by e-mail at [HRContactCentre@albertahealthservices.ca](mailto:HRContactCentre@albertahealthservices.ca).

## 6. Call for Nominations

### **PARA Awards of Excellence (Nomination forms are attached.)**

Resident physicians are encouraged to nomination worthy candidates for both the PARA Clinical Teaching Award and the PARA Resident Physician Well-being Award. Nomination Deadline for both awards is May 31, 2011.

➤ ***Clinical Teaching Award*** - deadline for nomination: May 31

Since 1988, **PARA** has presented an award to physician preceptors who have shown excellence in the Resident education. The Clinical Teaching Award of Excellence is given to a physician at the University of Alberta, the University of Calgary, and a rural site.

➤ ***Resident Physician Well-being Award*** - deadline for nomination: May 31

As resident physician well-being is an important issue and one of **PARA's** primary focuses, the association recognizes outstanding contributions made in this area by a staff physician at the University of Alberta, the University of Calgary, and a rural center.

For more information on these awards, visit <http://www.para-ab.ca/news/news-and-events/awards>. You will find nomination forms attached.

### **Royal College of Physicians and Surgeons of Canada Awards**



➤ ***Resident Leadership Award*** – deadline for nomination: 5pm EST Friday, April 29

This award is given annually to a resident physician who has demonstrated leadership in Canadian specialty education and encourages the development of future leaders in medicine. For more information and nomination forms, visit [http://rcpsc.medical.org/awards/resident\\_leadership\\_e.php](http://rcpsc.medical.org/awards/resident_leadership_e.php)

➤ ***Program Director of the Year Award*** – deadline for nomination: 5pm EST Friday, April 29

This award is given annually to a (current) program director who has demonstrated a commitment to enhancing residency education as evidenced by innovation and impact beyond his/her program. For more information and nomination forms, visit [http://rcpsc.medical.org/awards/program\\_director\\_e.php](http://rcpsc.medical.org/awards/program_director_e.php)

## 7. CAIR Call for Resident Physicians Interested in Volunteering or Standing for Election to be a CAIR Board Director

As a member-driven organization, the Canadian Association of Internes and Residents (CAIR) relies on resident physician representatives to achieve its mandate. If you are interested in medical education, resident well-being, or health politics, and wish to work in the service of your colleagues at the national level, consider active involvement in CAIR. There are opportunities for all resident physicians to serve in various capacities:

- As a Member of CAIR's Board of Directors (an elected position);
- As a Member of one of CAIR's Management Committees;
- As a CAIR liaison representative on one of many high level national stakeholder committees;
- As a Resident Surveyor on RCPC or CFPC Accreditation Surveys

Working with CAIR allows you to actively participate in discussions and in making decisions concerning medical issues while giving you an opportunity to represent the interests of resident physicians across Canada and gain valuable professional experience.

### **Interested in Volunteering?**

The **deadline for applications** is noon on Tuesday, May 24, 2011. The application form can be found at [http://www.cair.ca/u/elibrary/2011-12%20CAIR%20Volunteer%20Form\\_distributed.pdf](http://www.cair.ca/u/elibrary/2011-12%20CAIR%20Volunteer%20Form_distributed.pdf).

For more information on volunteering with CAIR and CAIR's liaison positions, visit <http://www.cair.ca/en/about/volunteering/>.

### **Interested in becoming a Board Member?**

There are two elected Alberta representatives on the CAIR Board. Dr. Gillian Shiau is PARA's returning CAIR Board member – she is serving the second year of a two-year term. As such, resident physicians of Alberta will be required to elect one representative Board Member to the CAIR Board of Directors for the 2011/2012 term. **If you are interesting in standing for election, please send your CV and a cover letter to the PARA Office by Monday, May 9, 2011.** More information will follow later in April.

## 8. World Health Day is April 7, 2011

World Health Day was established to commemorate the founding of the World Health Organization (WHO). This year, the WHO will launch a worldwide campaign on antimicrobial resistance. A Canadian World Health Day poster is attached to help promote the prudent use of antibiotics, coinciding with ongoing efforts such as the *Do Bugs Need Drugs?* community education program.

Help raise awareness about antibiotic resistance this World Health Day and encourage the wise use of antibiotics among your peers. Additional information on the campaign is available from the World Health Organization at <http://www.who.int/world-health-day/2011/en/> and Antibiotic Awareness at <http://antibioticawareness.ca/>.

**Antibiotic resistance  
is a threat to your health**

Use antibiotics wisely



World Health Day, April 7, 2011  
Commemorating the founding of the World Health Organization

## 9. Upcoming Events

### ▪ **PARA Town Hall on Negotiated Aspects of the Collective Agreement**

Date: Tuesday, April 12, 2011

Time: 7 – 9 p.m.

Location: Coombs Lecture Theatre, Foothills Medical Centre

## ▪ **PARA Board of Directors Meeting**

Date:	Monday, April 18, 2011
Location:	Varscona Hotel on Whyte (8208 – 106 Street, Edmonton) Rutherford Room (Main Floor)
Time:	Board Meeting: 12:00 p.m. – 4:30 p.m. Lunch will be made available at 11:30 a.m.
	<b>RSVP to <a href="mailto:para-ab@shawbiz.ca">para-ab@shawbiz.ca</a> by <u>Monday, April 4.</u></b>

**Calgary pick up:** outside the Tom Baker/Special Services Building, Foothills Medical Centre.

Report time: 8:00 a.m.

**Departure time:** 8:15 a.m. – Muffins and juice will be available on the bus.

Arrival time: 11:30 a.m.

Edmonton Departure: 5:00 p.m. (or earlier depending on meeting length)

## ▪ **Spring Yoga**

PARA will sponsor the first twenty (20) resident physicians who request to attend.

Date: Saturday, April 9, 2011

Time: 2:30 p.m.

Location: The Yoga Shala (1509/1511 - 19 Street NW)

**RSVP to [para-ab@shawbiz.ca](mailto:para-ab@shawbiz.ca) by noon on Friday, April 8.**

## ▪ **Mother's Day Walk/Run**



The Mothers Day Walk & Run is an annual event that raises money for the Calgary Health Trust.

Date: Sunday, May 8, 2011

Time: 9:00 a.m.

**RSVP to [para-ab@shawbiz.ca](mailto:para-ab@shawbiz.ca) by noon on Friday, April 15.**

- PARA will sponsor the first twelve (12) resident physicians in each city who respond to run in the Mother's Day Run/ Walk.
- For more information, please visit <http://www.para-ab.ca/news/events>

## 10. **PARA's Spot the Stethoscope Contest**

Spot the Stethoscope has wrapped up for this academic year. From October 2010 to March 2011, a stethoscope was hidden somewhere on **PARA's** website. The first 14 resident physicians who correctly replied by email detailing where on the **PARA** website the stethoscope is hidden won prizes!!!

The Spot the Stethoscope Contest was established to encourage **PARA's** resident physician members to get familiar with the **PARA** website and the resources available there. Since its overhaul the summer before last, [www.para-ab.ca](http://www.para-ab.ca) has had more than 42,000 visitors!



### ***March 2011 First Prize Winners***

Drs. John Walker and Dave Saliken, University of Alberta

Drs. Ravinder Pandher and ManCho Ng, University of Calgary

### ***Second Prize Winners***

#### University of Alberta

Adam Dryden  
Amy Fang  
Florence Cheng  
James Yeung  
Joanna Vergidis  
Jonathan Chia

#### University of Calgary

Brienne McLane  
Chelsey Grimbley  
Eileen Kabaroff  
Janel Nadeau  
Jennifer Landero  
Laura Stinton

Julia Sun  
Justin Hsu  
Kerri Chung  
Mei Loke  
Yang Li

Laura Miles  
Scott Jarvis  
Karen Kam

Thanks to everyone who played this year. Stay tuned for Spot the Stethoscope to start again in September 2011!

For more information on **PARA** Contests, see <http://www.para-ab.ca/news/contests>.

## 11. **PARA's March 2011 Resident Physician of the Month**

**Dr. Trevor Steve, Adult Neurology, PGY 3, University of Alberta**

A fellow resident physician had this to say about Dr. Steve:



"I feel incredibly fortunate that I had a chance to work with Dr. Trevor Steve during one of my rotations. Everyone enjoyed learning and working with such an exceptional senior and fellow resident. Dr. Steve excels in professionalism and continuously demonstrates an outstanding bedside manner. He fully devotes himself to patient care and stays beyond the regular working hours in the hospital. He is an excellent role model for residents exemplifying a stellar physician and teacher. He made hours of intensive service and learning go by very quickly and easily as he always had a good sense of humour, and even brought coffee for his juniors after a long night on call. He is easily approachable and a very friendly resident who is well respected among his fellows and staff. Despite being very busy, he always finds time to enjoy traveling and spending quality time with his family and friends."

For this and previous months' Resident Physician of the Month announcements, visit **PARA** online at <http://www.para-ab.ca/news/news-and-events/awards>.

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