



1. **PARA Negotiation Update:** Negotiated Non-monetary Articles Ratified!
2. **PARA - Know Your Contract:** Stipend Payment Schedule
3. **Call for Nominations:** **PARA** Awards of Excellence
4. **Resident Physician Well-being Day/Week** – Upcoming Events
5. **PARA Fosters Leadership in Medicine** – An Opportunity to Share Dinner with the President of the RCPSC
6. **Canadian Association of Internes and Residents (CAIR)** – The Deadline for Nominations is Fast Approaching
7. **PARA's April 2011 Resident Physician of the Month**

## 1. **PARA Negotiation Update:** Negotiated Non-monetary Articles Ratified!

The ratification vote on the non-monetary negotiated articles took place on April 18, 2011 at the **PARA** Board of Directors Meeting. After in depth discussions on the negotiated changes including feedback from the town hall meetings in Edmonton and Calgary and aggregate representative reflections on direct feedback from their colleagues, the **PARA** board voted unanimously to accept the negotiated changes to the Collective Agreement.

The non-monetary negotiated changes to the Collective Agreement are as follows:

### **Well-being enhancements:**

- limit unpaid orientations to one day
- extend the time when pregnant residents are not required to perform call: now 27 weeks gestation instead of 31 weeks
- emphasize that resident physicians only have to come in on December 28 *where required*
- make certain that resident physicians are not required to perform call on the day before the commencement of vacation
- ensure that resident physicians on Emergency Medicine rotations cannot be asked to do additional call
- formalize the opportunity for resident physician groups to develop and implement alternate on-call scheduling like night floats and night shift work when they feel it enhances their well-being
- establish the expectation that, where possible, training will be modified for resident physicians with medical limitations

### **Contract clarity enhancements:**

- reimbursement timelines for remote and life support training
- clarification that 28-day call maximums apply for all but the one long block at the beginning or end of the academic year
- weekend call scheduling should take into account previous call schedule whenever possible

- call maximums for combined call (mixture of in-house and home call)
- requirement that the Joint Consultation Committee (PARA and EEE) address existing and future resident physician issues such as PARA membership designations, travel time on rural rotations, application of holiday and education leave, process for revisiting the designation of call in a program (in-house vs. home call), and pandemic policy with regard to resident physicians

If you have any questions about these changes, please contact the **PARA** office.

**PARA** is still awaiting the Arbitration Award from the chair of the Arbitration Tribunal. Upon the receipt of this report, **PARA** will communicate the results of this decision with you, our members.

## 2. **PARA – Know Your Contract: Stipend Payment Schedule**

The resident physician Collective Agreement sets the minimum expectation on the payment of stipend as once every three months:

- 14.08 (d) Remuneration for call shall be paid no less frequently than on a quarterly basis, payable in the second pay period following the end of the quarter. Entitlement to the call stipend may be determined from examination by the Authority of the monthly call schedules or by such other measures as the Authority reasonably requires of the Resident.

In practice, stipends are usually paid out on a monthly basis. When the stipends for a particular block are paid out will ultimately depend on, for certain programs, when resident physicians report their call to their program, when the program submits the call stipend timesheet to the Medical Education office, and when the next stipend payout is processed.

Each year, Medical Education provides a timeline to programs for the timeliest payout of stipends. That timeline for the last few blocks of this academic year follows:

Stipend Payment Timeline				
Block	Start Date	End Date	Timesheet Deadline	Pay Date
9	Feb-14	Mar-13	Mar-27	Apr-15
10	Mar-14	Apr-10	Apr-24	May-13
11	Apr-11	May-08	May-22	Jun-10
12	May-09	Jun-05	Jun-19	Jul-08
13	Jun-06	Jun-30	Jul-14	Aug-05

To ensure these pay dates are met, resident physicians should ensure that, where required, they report the call they work to their program as soon as possible. If stipends are not paid according to the above list, check to ensure the timesheet was submitted by the appropriate deadline.

If you have questions about the call for which you have been paid, feel free to contact **PARA**. If you provide the Block #, dates of call, and the type of call you worked on those dates, **PARA** will be able to confirm your stipend payments for you.

## 3. **Call for Nominations: PARA Awards of Excellence**



### **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.

#### 4. Resident Physician Well-being Day/Week – Upcoming Events

##### **Tuesday, May 24**

**Time:** 1830-1915 Hrs

**Event:** MOVIE NIGHT

**Location:** Cineplex @ Eau Claire Market 200 Barclay Parade SW inside entrance.

Find your PARA Rep to pick up your free **reserved** tickets to your movie of choice.

**RSVP** by Noon on May 20

*Please bring Hospital ID.*

##### **Wednesday, May 25**

**Time:** 1900-2000 Hrs

**Event:** PRACTICE MANAGEMENT Session

**Location:** Foothills Medical Centre – Coombs Lecture Theatre

**WIN!! Dinner for Two**

*\* Pizza will be ordered for those who **RSVP** by May 24*

##### **Thursday, May 26**

**PAGING FOR PRIZES**

PARA members will be awarded prizes through multiple random draws. You will be notified by email of your prize and to confirm your current mailing address.

##### **Saturday, May 28**

**Time:** 1430-1530 Hrs

**Event:** YOGA NIGHT

**Location:** The Yoga Shala @ 1509-19 Street NW

**WIN!! Lululemon Gift Card**

**RSVP** by Noon on May 27

##### **Saturday, May 28**

**Time:** 2000 Hrs

**Event:** PARalyzer

**Location:** Vicious Circle @ 1011 – 1 Street SW

**RSVP** by Noon on May 27

*Please bring Hospital ID*

For more information, please visit: <http://www.para-ab.ca/residents/resident-well-being>

#### ▪ **CAIR Annual General Meeting**

**Date:** Saturday, June 18, 2011

**Time:** 1:00 – 1:30 pm



**Location:** Delta St. John's Hotel & Conference Centre, Salon EF (120 Gower Street, St. John's, Newfoundland)

The meeting agenda will be circulated closer to the meeting date. All CAIR members are welcome to attend. For more information, contact the CAIR office by email at [cair@cair.ca](mailto:cair@cair.ca) or by phone at 1 (613) 234-5292.

## 5. Canadian Association of Internes and Residents (CAIR) – Deadline for Nominations Fast Approaching

The Canadian Association of Internes and Residents (CAIR) is a vibrant national organization uniting, promoting and serving over 7,500 Resident Physicians in Canada. Alberta has two elected positions on the CAIR Board; the term length is one year with the option to serve for one additional year. PARA seeks an interested resident physician to fill one vacant position of two on the 2011-2012 CAIR Board of Directors. Dr. Gillian Shiau is PARA's returning CAIR Board member – she is serving the second year of a two-year term. The successful candidate will be elected to the CAIR Board through on-line elections run by PARA. The resident physicians of Alberta will be required to elect one representative to the CAIR Board for the 2011/2012 term. **Nominations must be received by the PARA office by Thursday, May 12th.**

Any candidate for the CAIR Board must be a CAIR member in good standing. CAIR seeks candidates with any of the following qualities:

- **Governance skills** (previously served with CAIR or other organizations as a Board member, Executive Member, e.g. Secretary, Vice President, Finance, etc.)
- **Management skills** (previous experience in policy, advocacy, medical education, professionalism, communications, wellbeing)
- **Family Medicine as a specialty**
- **International Medical Graduate**

The CAIR Board of Directors will meet face to face:

Annual General Meeting/CAIR Board Meeting: **June 18-19 2011** (St. John's, NL)

CAIR Board Meeting: **August 27-28 2011** (Ottawa)

CAIR Board Meeting: **November 26-27 2011** (Ottawa)

CAIR Board Meeting: **February 11-12 2012** (Ottawa)

CAIR Board Meeting: **June 16-17 2012** (location to be determined)

Board teleconferences will be held between face-to-face meetings to address key issues in a timely fashion. Board members are expected to attend all in-person and telecommunications-based Board meetings. Board members are also expected to serve upon one or more CAIR Committees.

Election to the CAIR Board is contingent upon signing the CAIR Board Code of Conduct agreement. Elected CAIR Board members serve for a one-year term, with an option to serve for an additional year at the Board member's discretion; provided the Board member remains a Resident, is a CAIR member in good standing, and meets the performance/job description expectations for serving as a CAIR Board member.

If you are interesting in standing for election, please send a 250-word summary of your intention to run, your CV, and a cover letter to the PARA Office by **Thursday, May 12, 2011**. Your cover letter will be included in the email to PARA members. Your 250-word summary will serve as your statement of intent for the on-line election. Your CV will be forwarded on to CAIR. In Alberta, the online election will be open from Monday, May 16 – Monday, May 23, 2011.

## 6. PARA's April 2011 Resident Physician of the Month

Dr. Ahmed Abdi Ali, Internal Medicine, PGY 1, University of Calgary

A colleague had this to say about Dr. Abdi Ali:



[Ahmed] is very passionate about patient care and connects with his patients at a personal level. He is also a [valuable] resource to the large East African Community in Calgary. He is an outstanding mentor to clinical clerks and always looks for an opportunity to teach.

In addition to his dedication to excellent patient care, Ahmed has been extremely successful at pursuing his interest in research. He will be presenting his work examining the effect of Vitamin D supplementation on arterial stiffness at Resident Research Day and is currently writing up his project as a first-author manuscript for

publication.

Lastly and most importantly, Ahmed is also a father of two lovely children and, despite the rigorous demands of residency and research, he always finds time for his beautiful family.

Another colleague supported Dr. Abdi Ali's nomination:

[Ahmed] trie[s] to reduce the stress of medical school by normalizing the material and making it less daunting while he t[eaches] it. Ahmed always takes the time to ask medical students "what do you want to learn?" Then, when time permits, he will teach [these learners] what they are interested in.

Not only is Ahmed a great teacher, he also spends significant time with his patients. When his patients come into hospital with pain, he not only treats the pain but he connects with the patients' suffering and attempts to make the hospital experience as pleasant as possible. The treatment of suffering seems to be a common trend in Ahmed's style [from] reducing the stress of his peers to reducing the stress of his medical students, and, finally, doing everything he can to minimize the suffering of his patients.

Regards from,

Your **P**rofessional **A**ssociation of **R**esident Physicians of **A**lberta