

PARAphrase

Volume 22

Winter 2006-2007

THE PROFESSIONAL ASSOCIATION
OF
RESIDENTS OF ALBERTA



THE PROFESSIONAL ASSOCIATION OF
RESIDENTS OF ALBERTA ADVOCATES FOR EXCELLENCE IN EDUCATION
AND
PATIENT CARE WHILE STRIVING TO ACHIEVE OPTIMAL WORKING
CONDITIONS AND PERSONAL WELL-BEING FOR ALL ITS MEMBERS

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Who Is PARA?

What exactly do we do?

- 1 PARA negotiates a contract on your behalf that deals with the non-academic aspects of residency training. This includes pay, working conditions, and benefits.
- 2 PARA strives to enforce the terms of this contract.
- 3 PARA enhances resident well-being by organizing social events, information seminars and research.
- 4 PARA helps individual residents experiencing personal problems.
- 5 PARA advocates for individual residents with professional or academic difficulties.
- 6 PARA advocates on behalf of residents as a whole, at all levels and with various organizations:

PARA dues are tax deductible, have not risen in 20 years, and are amongst the lowest in the country.

How do we do all this?

- We were incorporated in 1975, and have a voluntary recognition agreement with the Universities and Health Authorities.
- We require volunteer residents to join our Board of Directors, and make decisions for the organization. We need these same residents to volunteer their time for the various committees on which we sit, and advocate for their fellow residents.
- To cover costs, we collect mandatory dues of just 0.95% from each resident who is paid through the Health Authorities (the majority.) Those not paid in this way are invited to join.

How can you get involved?

The Board of Directors is elected at the start of each academic year, in July. Please contact the PARA office for more information, and submit your name by April 30th, 2007.

All costs associated with attending meetings are fully reimbursed.

You are provided time off with pay in your contract to participate in PARA.



Did You Know?

Alberta residents pay the one of the lowest dues in the country

PARA's membership consists of approximately 1,000 Residents in Alberta. PARA dues are only 0.95% of your gross wage - these are the second lowest in Canada. Other provincial house-staff dues run from 0.9% to 2.5%. PARA dues have not been raised since 1981.

Dues for the other PHO's across Canada are as follows:

PARA (Alberta)	0.95%
PAIRS (Saskatchewan)	1%
PAIRM (Manitoba)	0.9%
PAR-BC (BC)	2.5%
PAIRO (Ontario)	1.8%
PAIRN (Newfoundland)	1%
PAIR-MP (Maritimes)	1.3%

PARA dues are a tax deduction and a receipt is issued on your T4

Remember:

This organization depends on volunteer residents for success.
If you don't do it, who will?

Presidents Message

Residency Training Positions

Alberta is facing an alarming shortage of physicians, with an estimated current deficiency of 1100 physicians, which will grow to over 1500 by the year 2010. In recent years, the problem has been approached in a number of ways, including increasing medical school enrolment and emphasising training of International Medical Graduates (IMGs) - which has been cautioned to be a short term solution to a greater human resource problem that cannot be corrected by relying on immigrating physicians.

A longer term solution is required to address the physician shortfall. The increases in medical school enrolment is an excellent start, yet as the larger medical classes begin to graduate, there has not been a subsequent increase in the number of residency training positions. In Alberta, the current ratio of positions to graduating Canadian medical students is just over 1 to 1, which falls short of the 1.2 to 1 ratio recommended by the Canadian Medical Association (CMA), Canadian Association of Internes and Residents (CAIR), and recently, in a motion put forward by PARA and adopted by the Representatives Forum of the Alberta Medical Association (AMA).



Dr. Kathryn Andrusky

1.2 to 1 ratio = 1.2 residency training positions to every 1 Canadian medical graduate

Why are additional positions needed?

1. Flexibility in choice of specialty – residents unable to pursue their chosen specialty are more prone to burnout, applying for retraining, leaving the medical profession and early retirement... all of which reduce the available physician workforce and negate a lengthy and expensive education process.
2. Retention of Alberta medical students – greater than 80% of resident physicians end up residing and practising in the province where they complete their training. If Albertan medical students do not find adequate numbers of training positions or choice within their own province, they will look to other provinces to complete their training and Alberta will likely lose those physicians from the workforce.
3. Competitiveness with other provincial residency programs – Alberta's patients deserve the best in medical care, but Alberta must provide residency position choice to remain competitive and recruit the best clinicians, educators and researchers.
4. Re-entry positions – if ample choice in residency training positions is offered, physicians that might otherwise transfer careers completely or retire, would have the choice to retrain in a different specialty that better suits their and their practise community's evolving needs.
5. International Medical Graduates (IMGs) – if there is an excess of residency training positions offered compared to the number of Albertan medical students graduating, there will be additional spots remaining for IMGs to pursue their training.

PARA continues to advocate to the government of Alberta for increased financial resources to provide for both additional residency training positions to achieve the 1.2 to 1 ratio goal, and also to recognise our educators as providing an invaluable and irreplaceable service that needs to be compensated fairly to allow them to continue to mentor and educate upcoming medical students and residents.

Negotiations 2007

Dear PARA Member,

Negotiations 2007 is slated to commence early February of this year. In preparation, PARA's negotiating team, chaired once again by Dr. Ryan Wright, surveyed the membership in October 2006, with the intention of setting the priorities for interest based bargaining. Despite similar tactics of encouraging participation in both cities the response rate was significantly higher from the University of Alberta as compared to the University of Calgary, 56% response rate (595 residents with 334 responses) vs. 30% response rate (462 residents with 139 responses), respectively. The response rate accurately reflected all PGY levels except for the graduating R5's, who had a below average response rate, which was to be expected. As set by the general membership the priorities for Negotiations 2007 are:

1. Salary
2. Benefits
3. Stipends

Benefits were further delineated ranking vision care, paternity benefits and increases to the health spending account as top priority. PARA will not be looking at changing call duration or call frequency in the current round of negotiations.

As a means of encouraging last minute consultation from the general membership, PARA held a Negotiations 2007 Town Hall meeting in both Calgary and Edmonton. PARA continues to solicit our membership and we encourage residents to contact the PARA office at any time.

In Edmonton: Tuesday January 16th, 2007

In Calgary: Monday January 22nd, 2007

PARA has already scheduled meetings with the Council of Academic Health Centres of Alberta in March 2007, in hopes of a productive and timely settlement.

Sincerely,

Sarah Thomas, Executive Director

Leadership by training

Leaders' Forum, Ottawa, November 18-21, 2006



Leadership training occupies little, if any, space in the medical education curriculum. For some, leadership skills come naturally to a certain extent. For most, however, a little education would be of help.

It so happens that for the past few years CMA has been organizing an annual Leaders' Forum which responds exactly to this very need for leadership training.

This year, the meeting took place in Ottawa (Nov. 18-21) and was attended by over 120 practicing physicians, residents and medical students from across Canada. The first three days featured a choice of workshops in negotiation skills, techniques of persuasion, effective public speaking, dealing with media, delegating and motivating, conflict resolution and lobbying, to name but a few. The last day (optional) involved a visit to the Parliament and practicing the newly acquired skills by meeting with Members of Parliament and communicating the most vital issues in Canadian Health Care.

You may be interested to learn that medical student debt relief (i.e. keeping Canada Student Loans interest-free throughout residency) was one of those issues.

Another noteworthy aspect of this event was the the opportunity to network with and to attend presentations by those who have indeed mastered the art of leadership. Among those were physicians involved in charitable activities, politics (including physician members of the parliament), professional organizations, filmmaking, and many others.

Throughout the program it was clear that CMA is truly interested in training and developing new leaders for the medical profession. You may find it worthwhile to check www.cma.ca for this and other leadership training opportunities and consider attending 2007 CMA Leaders' Forum.

Mike Kalisiak, M.D., PGY-4 Dermatology

CMA
AWARD FOR YOUNG LEADERS

Dr. Karin Dymond Kerfoot
Resident, 2006

Dr. Karin Dymond Kerfoot is a former member on PARA's Board and Executive.

Resident's Debt

To consolidate or not to consolidate?

Interest-free deferral of student loan repayments is an issue that PARA has been lobbying the Government of Alberta extensively on. At the onset of this year, PARA was promised that interest-free status would be granted before the end of 2006, however, the Conservative leadership election resulted in a delay in progress on the issue and a referral back to the Student Finance Board and the Standing Policy Committee on Education.

PARA was not content to let the issue rest and, following continued advocacy efforts, on November 3, 2006, the Ministry of Advanced Education issued a press release with a variety of initiatives, including deferral of student loan repayments during internship and residency. However, the Minister's office predicts that official adoption of this debt deferral will now not occur until April 2007.

While pleased about the Minister's written and verbal commitment to debt deferral during residency, PARA is frustrated that residents have waited at length for the same deferral already existing for other learners pursuing post-graduate studies. The delay in implementation is also concerning as the deadline for deciding whether to consolidate Alberta student loans or to wait for deferral implementation is rapidly approaching.

With respect to consolidation, unfortunately, there are no definite answers. In terms of a 'worst-case scenario', every resident should weigh the financial consequences if deferral implementation is delayed yet again beyond 2006 or even the April 2007 timeline currently predicted. PARA is committed to lobbying Advanced Education to honour its original commitment of implementing debt deferral before the end of 2006, but unfortunately there are no guarantees and each resident will need to determine which route – to consolidate or to not consolidate - is best for them.

Kathryn Andrusky, M.D., PARA President

The Ministry of Advanced Education has arranged to meet with PARA on February 8th, to discuss implementation of interest free deferral for Spring 2007.

Resident Well-Being: Caring for ourselves to better care for our patients.

We all know what it's like at the end of a long sleepless night filled with incessant pages, crashing patients, and endless consults; to feel as though if you can't sleep soon, you might just fall down, if you don't eat soon, you might pass out, or maybe you just want to scream. These nights are made even harder by miscommunications with nurses or seniors or staff members that just don't seem to want to give you a break. But you continue to give your best effort until slowly that desire erodes and it just seems less and less worth the sacrifice (especially watching friends and family outside of medicine enjoying their lives in a way that your hours just don't permit). Finally, you get a long weekend off, or go on vacation, and come back to work and suddenly it all seems manageable again, or even worse, it doesn't and you begin to question why you ever got into this field in the first place.

Seem familiar? If it doesn't, congratulations and keep taking care of yourself. If it does, then you are not alone. Although Well-Being in medicine remains a relatively new concept to many, its roots have slowly been growing for years: It began with concerns regarding physician burnout and whether the number of hours that a physician works, especially resident physicians, is not only arduous but perhaps even dangerous. In the past decade the body of evidence supporting the need for well-being amongst health care practitioners has grown exponentially, such that there are well over 1000 articles in the medical literature on this subject.

The traditional model for medical education tends to focus on a so-called "badge of honour": That which comes by working through hours and situations that are inexplicable to the outside world. Students, residents, and staff have all bonded over such things for generations. However, one can't ignore that rates of depression, drug and alcohol abuse, deterioration of personal relationships, and suicide rates remain abnormally high in our obscure little world. Too often when we see one of our own in need of help, rather than offering consoling words, support, or referral; we instead pat ourselves on the back for being tougher and stronger than that individual. Some physicians even resort to ridicule, belittlement, and harassment instead of offering an ear, words of advice, or simple thanks for hard work done. We see this every day in our hospitals: In the way senior staff approach junior staff, attendings approach residents and students, and even in how residents, (even though we have so recently finished medical school or junior residency ourselves) can relate disrespectfully our more junior colleagues. For these reasons, both medical schools and residency programs are increasingly adding well-being curricula to their programs. And this is why residents on the PARA Board of Directors identified resident well-being as one of our top three priorities to focus our efforts on this year.

In that vein, PARA, in collaboration with the PFSP, will have its first annual Resident Well-Being Month, kicking off with the National Resident's Awareness Day on February 20th, 2007. Beginning that day and for the following four weeks, lectures, workshops, and activities are being planned that focus on four separate themes of wellness: Interdisciplinary Respect week, Fatigue Management week, Stress Management week, and Physical Well-Being week, the itinerary for which can be found in this publication. As fellow residents, PARA appreciates that everyone has a tight schedule, but please take the time to hear a lecture, participate in a workshop or go for a run or a ski weekend with your peers. Remember, the better you care for yourself and those you work with, the better you will be able, not just to do your job, but to enjoy your job and to remember those ideals that set you on your career path in the first place.

Jen Williams, M.D.



Resident Awareness Month

Calgary Events

Sat	Sun	Mon	Tue	Wed	Thur	Fri
Feb 17 PARALyzer The Mynt	18	19	20 Resident Awareness Day	21 Weekly run / walk Location TBA 17:30	22 SEMINAR Dr. Drew Dawson Libin Theatre FHH 17:00	23
24	25	26	27	28 Weekly run / walk Location TBA 17:30	Mar 1	2 Yoga Shala (1509-1511 19 th St NW) 18:30-20:00
3 Climbing Exposure* (Mt Royal College) 10:00-11:00 11:00-12:00	4	5 Resident – Nurse Forum Noon Rm 258, 2 nd Flr Grace Women's N Tower FHH	6	7 Weekly run / walk Location TBA 17:30	8 SEMINAR Dr. Richard Gunderman Libin Theatre FHH 17:00	9 SKI TRIP to Golden*
10 SKI TRIP to Golden*	11 SKI TRIP to Golden*	12	13 Mindfulness Session Location TBA 18:00-20:00	14 Weekly run / walk Location TBA 17:30	15	16 SKI TRIP to Panorama* Until Sunday Mar 18 th

* Limited space available

Edmonton Events

Sat	Sun	Mon	Tue	Wed	Thur	Fri
Feb 17 PARALyzer The Bank	18	19	20 Resident Awareness Day	21 Weekly run / walk Leave UAH 17:30	22	23 Yoga Loft* 10309 Whyte Ave 18:30-20:00
24	25 Climbing Exposure* (Van Vliet on Campus) 13:30-14:30 15:00-16:00	26 SEMINAR Dr. Drew Dawson Snell Hall UAH 17:00	27	28 Weekly run / walk Leave UAH 17:30	Mar 1	2
3	4	5 Resident – Nurse Forum Noon WMC Classroom B	6	7 Weekly run / walk Leave UAH 17:30	8	9 SEMINAR Dr. Richard Gunderman Rm 2-27 MSB UAH 17:00 SKI TRIP to Golden*
10 SKI TRIP to Golden*	11 SKI TRIP to Golden*	12	13	14 Weekly run / walk Leave UAH 17:30	15 Mindfulness Session Pulse Generator 18:00-20:00	16 SKI TRIP to Panorama* Until Sunday Mar 18 th

* Limited space available

Awareness Month Events

Saturday February 17th - Draw Entry

Valentines Day PARAlzyer: this event will be used to kick start and promote Resident Awareness Day and Month.
RSVP to the PARA office.

Edmonton – PARAlzyer Location: The Bank 10765 Jasper Ave Time: No line no cover before 10:00	Calgary – PARAlzyer Location: The Mynt 516c 9Ave SW Time: No line no cover before 10:00
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Wednesday February 21st –Draw Entry

RSVP to the PARA office.

Edmonton – Activity Run Location: 112th St. Doors U of A Hospital Time: 17:30 Arrival 17:45 Depart Walk: Run:	Calgary – Activity Run Location: Main Doors FHH Time 17:30 Arrival 17:45 Depart Walk: Run:
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Thursday February 22nd – Draw Entry

Calgary – Lecture Dr. Drew Dawson – Fatigue Management

Location: Libin Theatre, FHH

Time: 5:00 PM

RSVP to the PARA office

Friday February 23rd – Draw Entry

Edmonton – Activity Yoga Draw Entry

Location: Yoga Loft 2nd Floor, 10309 Whyte Avenue

Time: 18:30-20:00

Space is limited **RSVP** to the PARA office

Sunday February 25th –Draw Entry

Edmonton – Activity Climbing Exposure

Location: Urban Uprising – W 1-34 Van-Vliet Centre SW, the corner of 87th

Ave and 116th St.

Time: 13:30 – 16:00

Space is limited **RSVP** to the PARA office

Monday February 26th – Draw Entry

Edmonton – Seminar Dr. Drew Dawson – Fatigue Management

Location: Snell Hall

Time: 5:00 PM

RSVP to the PARA office

Wednesday February 28th –Draw Entry

RSVP to the PARA office.

Edmonton – Activity Run Location: 112th St. Doors U of A Hospital Time: 17:30 Arrival 17:45 Depart Walk: Run:	Calgary – Activity Run Location: Main Doors FHH Time 17:30 Arrival 17:45 Depart Walk: Run:
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Friday March 2nd – Draw Entry

Calgary - Activity Yoga – Contact Melody Baker

Location: The Yoga Shala

1509 / 1511 19th Street NW

Time: 18:30 – 20:00

Space is limited **RSVP** to the PARA office**Sunday March 4th** –Draw Entry

Calgary – Activity Climbing Exposure

Location: Mount Royal College - 4825 Mount Royal

Gate SW Calgary. Recreation area on the west end of the college

Time: 10:00 – 11:00 or 11:00 - 12:00

Space is limited **RSVP** to the PARA office**Monday March 5th** – Seminar Last opportunity for Draw Entry

Edmonton – Noon Hour Seminar Series -

Location: Classroom B 2nd Floor WMC UAH

Time: 12:00 Noon – 13:00

RSVP to the PARA office

Calgary – Noon Hour Seminar Series

Location: Room 258 2nd Floor Grace Women's North Tower FHH

Time: 12:00 Noon – 13:00

RSVP to the PARA office**Wednesday March 7th****RSVP** to the PARA office

Edmonton – Activity Run

Location: 112th St. Doors U of A Hospital

Time: 17:30 Arrival 17:45 Depart

Walk:

Run:

Calgary – Activity Run

Location: Main Doors FHH

Time: 17:30 Arrival 17:45 Depart

Walk:

Run:

Thursday March 8th

Calgary – Seminar Dr. Richard Gunderman – Vital

Signs of Physician Health

Location: Libin Theatre

Time: 17:00

RSVP to the PARA office**Friday March 9th**

Edmonton – Seminar Dr. Richard Gunderman – Vital

Signs of Physician Health

Location: Room 2-27 MSB

Time: 17:00

RSVP to the PARA office**Monday March 13th** Calgary – Mindfulness Session

Location: TBA

Time: 18:00 – 20:00

RSVP to the PARA office

Wednesday March 14th**RSVP** to the PARA office

Edmonton – Activity Run Location: 112th St. Doors U of A Hospital Time: 17:30 Arrival 17:45 Depart Walk: Run:	Calgary – Activity Run Location: Main Doors FHH Time: 17:30 Arrival 17:45 Depart Walk: Run:
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Thursday March 15th

Edmonton – Mindfulness Session

Location: Top floor studio, Pulse Generator, U of A Hospital

Time: 18:00-20:00

RSVP to the PARA office**Ski Weekends**

PARA has arranged for two weekends to be available through Downhill Riders and Ski & Travel Co. for residents to book a weekend skiing; PARA will also be purchasing a ski weekend for two as a draw prize in both Edmonton and Calgary. For each activity you attend between Tuesday February 17th and Monday March 5th you will have the opportunity to enter and win!

Space is limited so the sooner you call, the sooner you can ensure a space on the bus!

To book please contact: Tammy DuChene, Manager
Downhill Riders Ski & Travel Co.
Phone: (780) 489-7669 Fax: (780) 487-3348
website: www.downhillriders.com

March 9-11 to Golden at the Sportsman Lodge in Golden

Quad (4 sharing) - \$219.00

Triple (3sharing) - \$229.00

Double (2 sharing one bed) - \$249.00

Twin (2 sharing two beds) - \$259.00

March 16-18 to Panorama - on mountain accommodation

Condo 8 - \$229.00

Condo 6 - \$229.00

Condo 4 - \$229.00

Condo 2 - \$259.00

*All packages
are per person plus G.S.T.
and include:
Return motor coach transportation
2 night's accommodation
2 days lift tickets*



The Canadian Association of Interns and Residents (CAIR) is the national body that collectively represents close to 7500 medical residents in training across Canada. CAIR advocates for the collective interests of residents in educational, professional and well being issues. Through CAIR, resident volunteers advocate on behalf of residents at all of the major medical organizations in Canada including the Royal College, The CFPC, the CMA, the Canadian Medical Forum and much, much more. CAIR is viewed by both the federal government and other medical organizations as a key stakeholder in the future of Canada's health care system.

On February 19, 2007, medical residents across the country will celebrate National Residents' Awareness Day (RAD). As a part of these activities you will likely see Members of Parliament acting as a "resident-for-a-day" at hospitals in both Calgary and Edmonton so they can experience first hand "a day in the life" of a resident and the challenges of delivering care in a busy hospital. This will occur simultaneously in cities across Canada and will allow Canadian residents the opportunity to demonstrate to the federal government the importance of the work we do every day, and the importance of investing in the training of resident physicians today since we are the future of medicine in this country.

For 2007, some of the main areas CAIR will be focussing our efforts on include:

- Using an updated federal resident debt campaign which includes information from the CAIR resident debt survey to advocate for the deferral of interest and repayment of Canada student loans to the completion of residency training with federal government in hopes that this will be included in the next federal budget!
- CAIR fought hard against changes to the CaRMS match that were introduced this year and spearheaded the establishment of the CaRMS/AFMC surveillance process for the 2007 residency match through the CMA. CAIR will also be engaged in an independent monitoring process through the Canadian Medical Forum
- Work on resident well-being issues and how can these be addressed in different parts of the country
- Enhance the profile of Family Medicine, and its attractiveness as a residency choice
- Work with the Royal College of Physicians and Surgeons to revamp the accreditation process.
- Collaborate with FMRAC and the MCC to develop a national credentials database, and develop a national educational license, to add value to MCC exams
- Raise the public profile / knowledge of who residents are and what they do

In addition, this year CAIR is undergoing an exciting governance review and strategic planning process to re-define and readdress assess how it can best serve Canadian residents. If you would like to be a part of this process let us know because we are always happy to have more residents involved in our efforts!

Yours sincerely,

Roona Sinha

Roona Sinha M.D.

Recognition

DR. JOSEPH MICHAEL MEDICAL EDUCATION AWARD

The award honours those who, with enthusiasm, passion and proficiency have contributed to improving undergraduate and postgraduate medical education in Canada. This award is presented for the term 2006/2007 to the following:

*Dr. Alec Chochinov
Manitoba*

DR. DEREK PUDDESTER RESIDENT WELL BEING AWARD

The Dr. Derek Puddester CAIR Well Being Award is awarded annually to a student, resident, staff, physician, program or institution that has made a significant contribution to resident well being. This award is presented for the term 2006/2007 to the following:

*Dr. Jordan Cohen
University of Calgary*



RESIDENT OF THE MONTH

*December 2006 - Dr. Rory Sellmer
November 2006 - Dr. Julie Carson
October 2006 - Dr. James Huffman
September 2006 - Dr. Jay Prevost
August 2006 - Dr. Catherine Hui
July 2006 - Dr. Peter Balcar*

2006 CLINICAL TEACHING
AWARD

Dr. Hanna Kolski
Honourable Mention

Dr. Sam Wong
Rural Alberta

Dr. Zaeem Siddiqi
University of Alberta

Dr. Elaine Wirrel
University of Calgary



2006 GERALD STEWART
MEMORIAL AWARD

Dr. Nathaniel Day

Are you a resident providing home call service?

You are entitled to relieve yourself of all clinical responsibilities immediately after hand-over of patient care responsibilities; hand-over shall commence no later than the 24th hour of duty and shall not exceed 2 hours (Article 15.05(f)).

Treasurer's Report



Jennifer Tse M.D.

This winter PARA created a Long Term Disability (LTD) Reserve Fund from the existing long term disability bank account and GIC, which were created last year on the recommendation of our accountants to keep the money we receive from the Authorities (for long term disability premiums) and pay out to Adium Insurance, separate from the other money PARA receives from its members and uses in its operating budget.

We have chosen to invest the excess revenue into a Long Term Disability Reserve Fund, comprised of a Government of Canada TBill and a significant portion of the remainder is invested in fixed income assets (75%), and conservative equity assets (25%). We have made this change in the distribution of the LTD excess revenue to improve the return on the money set aside for the Long Term Disability Insurance Reserve Fund. As this fund grows in size it will help us invest in the future of PARA benefits, by giving us greater means to do so. Perhaps money generated from the growth of the PARA LTD fund could be invested into better benefit plans for residents.

On-call Service has you running off your feet?
Go home and take care of yourself post call.
Follow the 24+2 hour rule.



Locum Program Alberta Rural



AMA PHYSICIAN LOCUM SERVICES

The AMA Physician Locum Services is an option for new graduates to jump-start your career. There are no administrative functions for you such as office set-up, staffing, scheduling – this is done for you! You define your availability and we schedule locum assignment based on the availability. With the RLP - you work and are paid very well! Further, the professional experience is both challenging and rewarding.

Specialist locum services are provided to the regional centers (Lethbridge, Medicine Hat, Red Deer, Grande Prairie and Fort McMurray). Family medicine services are provided to smaller rural communities located throughout the province.

Take some of the pressure off in your final year by knowing what you will do in the summer of 2007. Plan now to provide locum services in the summer of 2007 through the AMA Physician Locum Services. We would like to work with you!

Please contact Teresa Simpatico at 482-2626, toll-free at 1-800-272-9680 or via e-mail (teresa.simpatico@albertadoctors.org), for more information or for an application form.

EMPLOYMENT OPPORTUNITIES

If you are looking at places to practice, the following contacts may be of help to you.

AMA RURAL
LOCUM PROGRAM:
Teresa Simpatico 482-2626,
toll-free 1-800-272-9680 or
e-mail (teresa.simpatico@albertadoctors.org),
Web Site: www.albertadoctors.org
This service assists in placing
specialist and family physicians
in Alberta rural areas for regular and weekend
relief.

AMA PHYSICIAN
PLACEMENT LISTING:
Consuelo Van Dorm 482-0468
Web Site: www.albertadoctors.org
This is the passive registry
of opportunities throughout
the province.

RURAL PHYSICIAN
ACTION PLAN (RPAP):
David Kay, Program Manager
1000 Manulife Place
10180 101 Street NW
Edmonton, AB T5J 3S4
E-mail: Alberta-RPAP@rpap.ab.ca
Web Site: www.rpap.ab.ca

THE PARA OFFICE
If you are looking for practice opportunities outside of Edmonton or Calgary, we will assist you in finding where there is a need for your service. Also, we maintain a current list of physicians who contact us directly looking for locums or long-term placements.

On Call Stipends

Starting July 1, 2006, the new call stipend that PARA negotiated came into effect for in-house, home call and all qualifying shifts. (please refer to Article 15.8). The different hospitals and even the different programs within the hospitals may have their own process for submitting the call stipend claims. Please check with the Call Stipend Administrator or Chief Resident in your home program or the program you are rotating through, to confirm what process you need to follow to ensure payment. The administration of the call stipends has been a challenge despite the best efforts of all those involved with the process. Thus far, the biggest roadblock has been delayed and/or inaccurate submissions compounded by lack of information and training being provided to the Call Stipend Administrators. In order for PARA to hold the Authority accountable for unpaid call stipends, residents were asked to complete an Unpaid Call Stipend Claim Form for the first quarter. The form was distributed to the Aggregates as well as made available on the PARA website. Investigations confirmed that improper or delayed submission was the biggest factor in unpaid call stipends to residents. Time and patience will go a long way to smoothing out the administration of the call stipends. Residents are encouraged to keep accurate records of their call dates.

If you have not received the stipends you were expecting, please follow these steps:

CALGARY:

1. Contact the call stipend administrator for that rotation.
2. Confirm that the stipend timesheet was submitted with the correct dates and that it was submitted by the cutoff date.
3. If the timesheet was sent correctly, contact Sally Knight by e-mail at sally.knight@calgary-healthregion.ca

EDMONTON:

1. Contact the Call Stipend Administrator for that rotation
2. Confirm that the stipend timesheet was submitted with the correct dates and that it was submitted by the cutoff date
3. Check with the PGME office to see if the timesheet was received and if it has been forwarded to payroll

NOTE: Payroll can only tell you the amount to be paid out, they do not have the details of the blocks or dates. Residents must be diligent in recording what call they worked and reconcile it with what they received.

If you feel that you were not accurately compensated for the call you serviced, please call the PARA office directly.

Candice Slade, Director of Operations



Happy New Year!!!

PARA has been up to great things in 2006, and a productive year is planned for 2007!

Goals accomplished:

- 1) Call stipends have begun to be paid and the process continues to be streamlined.
- 2) Improved access to parking at the university hospital! As of December 15th resident parking moved from the West to the East Parkade.
- 3) A plasma TV was installed in the Dvorkin Lounge!
- 4) PARA's lobbying of the Ministry of Advanced Education for resident debt repayment deferral and extension of interest-free status until after the completion of residency resulted in a commitment on November 3rd to "no longer requiring students to make payments on their student loans while on parental leave or completing an internship or residency program". The earliest possible implementation date is thought to be April 2007.
- 5) Capital Health Academic Affairs continues to pursue a potential MD/MBA program to follow the completion of residency.

Things to come:

Resident well-being month starts Saturday February 17th with the Valentines PARalyzer. This event will kick start four weeks of fun which wraps up on St. Patrick's Day (Friday March 17th)!

All the best as the New Year gets underway! Stay tuned for more news and events from PARA!

Anna Zavodni M.D.
Edmonton and Northern Alberta Area Rep.

PARA and the AMA

As we head into another round of negotiations, we would like to thank the AMA for their continued support. In our previous negotiations, they were generous with their support and a donation to help with our arbitration costs. The AMA continues to be strong supporters of their resident members and is always interested in finding out PARA's goals and how they can help. The PFSP is working with PARA to help organize resident awareness month and we are grateful for their expertise and the lending of resources. Despite PARA members' small numbers in the scheme of all AMA members, the AMA has always been approachable and helpful whenever PARA has asked. As well, the AMA acknowledges the importance of resident voices, as PARA has representatives on eight AMA committees along with the AMA Regional Forum. The AMA is currently in their own negotiations which we are watching closely, as it will give us a good gauge of the climate that we will be entering into with regards to our own negotiations.

Ann Vaïdya M.D.

Donate your textbooks!

Liana Hwang, a first year family medicine resident at the University of Alberta, is collecting textbooks to help rebuild the medical school library at Syiah Kuala University in Banda Aceh, Indonesia. Much of the city, including the university and the hospital were damaged by the tsunami of December 26. Although the medical school has reopened, there is still a severe shortage of books.

Greeting cards featuring photos from Aceh province and the region are being sold in sets of 4 cards for \$5 at the University of Calgary medical bookstore in the Health Sciences Building. All proceeds will go towards purchasing and shipping textbooks to Banda Aceh.

If you have current medical textbooks (publication dates after 1990) that you would be interested in donating or if you would like more information about this project, please send an email to liana.hwang@arfmn.ab.ca

The Alberta Medical Association

What is the Alberta Medical Association?

The Alberta Medical Association (AMA) is the professional organization representing 92% of practising physicians in Alberta – the voice of the medical profession across the province.

How does the AMA work with PARA?

AMA has worked closely with the Professional Association of Residents of Alberta (PARA), and is committed to continuing this excellent working relationship, supporting PARA and residents on a variety of fronts.

Recently the AMA supported PARA's negotiations and arbitration process which resulted in a finalized contract with a significant wage increase for residents.

Several standing and advisory committees include PARA representatives, such as Fees Advisory Committee, Health Issues Council and the Advisory Committee on Membership Benefits.

Each year, one non-voting PARA representative attends AMA Board of Directors' meetings as an observer. Two voting representatives are members of the Representative Forum, AMA's governing body responsible for formulating policy, setting objectives and providing direction.

As PARA representatives for 2005-06, Dr. Roona Sinha and Dr. Erika D. Penz have been strong advocates for residents on a variety of issues. For the 2006-07 term, Dr. Ann R. Vaidya will be taking over from Dr. Penz, to work with Dr. Sinha on PARA's behalf.

Benefits of Membership

The AMA encourages you to join, or continue your membership with the association, as membership provides students, residents and physicians with leadership and advocacy for the medical profession.

Acting as an advocate for its members, the AMA is the voice for Alberta physicians in dealings with the government, public and the media, speaking out for quality health care for Albertans and also on issues important to the medical profession.

Joining the AMA also gives you a voice in the direction and policy of the organization, and an opportunity to address issues important to residents.

With AMA membership, you also become a member of the Canadian Medical Association (CMA), which provides leadership at the national level and an additional layer of benefits and services, including financial and investment assistance.

Benefits and services of AMA/CMA membership include:

- Disability, life, and critical illness insurance
- Personal investment services through CMA's MD Management Limited
- Competitive prices for home and automobile insurance
- AMA Health Benefits Trust Fund (available after PARA group benefits terminate at the conclusion of residency training)
- AMA publications including: Alberta Doctor's Digest, MD Scope, special publications and Presidents Letters to communicate urgent or significant developments
- CMA publications including: CMAJ, Strategy, CMA Bulletin
- Access to clinical resources through AMA and CMA websites
- Practice management information to help you start a practice



A noteworthy service the AMA also provides is the Physician and Family Support Program (PFSP).

PFSP offers support for residents and immediate family members (including spouse/partner and dependent children) 24-hours-a-day, 7-days-a-week. Confidential referral and counselling services include:

- Marital or family concerns
- Work-related/career issues
- Stress, anxiety, depression
- Alcohol or drug dependencies
- Gambling
- Child/elder care
- Sexual harassment or abuse
- Grief/loss
- Trauma/critical incident

Call 1.877.767.4637 for confidential support and assistance. For information about other services provided by PFSP call 403.228.2880 or 1.877.262.7377.

PARA Life Insurance plan

PARA automatically provides \$100,000 of life insurance coverage to all members. This insurance can be converted after residency to the competitive AMA Term Life Insurance plan, without proof of good health, provided you apply within 60 days of completion of your residency program.

Need more coverage? AMA members may purchase up to \$1,500,000 of life insurance through the AMA Term Life Insurance plan.

Other information

- AMA membership is not required to participate in the PARA Disability and Life Insurance plans (although PARA does encourage you to become an AMA member)
- These plans cannot be cancelled by the insurance company – Sun Life Assurance Company of Canada
- Once converted to the AMA plans after residency, the plans are portable throughout the world (nominal AMA non-resident membership fees apply)
- AMA group insurance plans have been offered since 1950

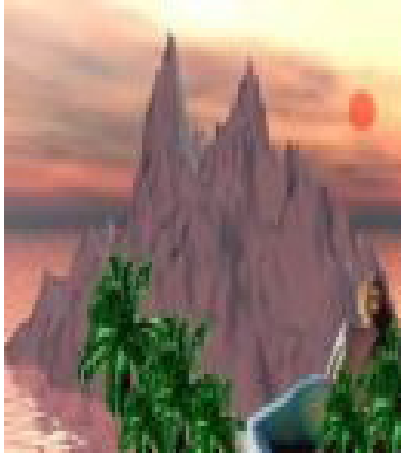
Resident programs in University of Alberta shall be grouped into five aggregates

- 1 Family Medicine
- 2 Surgery and Surgical Subspecialties
- 3 Psychiatry, Radiology, Nuclear Medicine, Pathology, Laboratory Medicine, Occupational Medicine, Physical Medicine and Rehabilitation, Radiation Oncology
- 4 Obstetrics and Gynecology, Pediatrics, Anesthesia, Emergency Medicine
- 5 Internal Medicine and Medical Subspecialties (not otherwise specified)

Resident programs in University of Calgary shall be grouped into four aggregates

- 1 Family Medicine
- 2 Surgery and Surgical Subspecialties, Obstetrics and Gynecology, Emergency Medicine
- 3 Psychiatry, Radiology, Anesthesia, Pathology / Laboratory Medicine, Community Medicine, Radiation Oncology
- 4 Internal Medicine and Medical Subspecialties (not otherwise specified), Pediatrics

2007 Holidays



2007

New Years Day	January 1	Monday
Family Day	February 19	Monday
Good Friday	April 6	Friday
Victoria Day	May 21	Monday
Canada Day	July 1	Sunday (July 2 in lieu)
Civic Holiday	August 6	Monday
Labour Day	September 3	Monday
Thanksgiving Day	October 8	Monday
Remembrance Day	November 11	Sunday

VACATION AND HOLIDAY

- A minimum of 23 days off per year, PLUS any named holidays and Christmas break.

VACATION:

- Residents accrue vacation days at the rate of 1 2/3 days per month, or 20 working days off per year (4 weeks.) These should be taken in the contract year accrued, but can be carried forward, at the discretion of your program director.

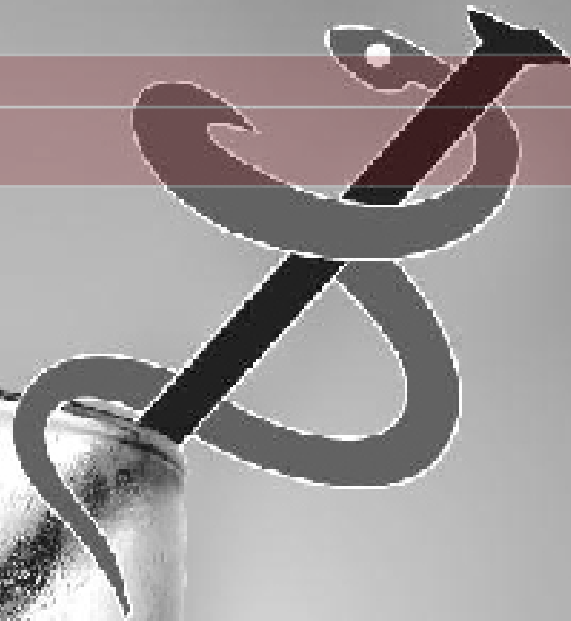
NAMED HOLIDAYS:

- Should you work on the day of any Named Holiday, you are entitled to have a working day off in lieu of the Named Holiday. This should be scheduled during that particular rotation.
- In recognition that residents are occasionally post-call on a Named Holiday each resident is provided a total of two additional days off for the entire year. This is not for each instance.
- Each resident shall receive an additional day off as a “floating” day per year.

Have you seen the PARA website lately?

*It's up-to-date! New news flashes! Courses, Awards, Calendar of Events, Committees that need you! Check it out at www.para-ab.ca
Let us know what you think, want to see at para-ab@shawbiz.ca*

PARAlyzer



Edmonton

The Bank
10765 Jasper Ave

Calgary

The Mynt
516c 9 Ave SW

Saturday, February 17th, 2007

Hospital ID is required:

No Line - No Cover* - Free Drinks
Friends and family without hospital ID must RSVP with the PARA office
no later than February 15th, 2007
*Before 10:00 p.m.