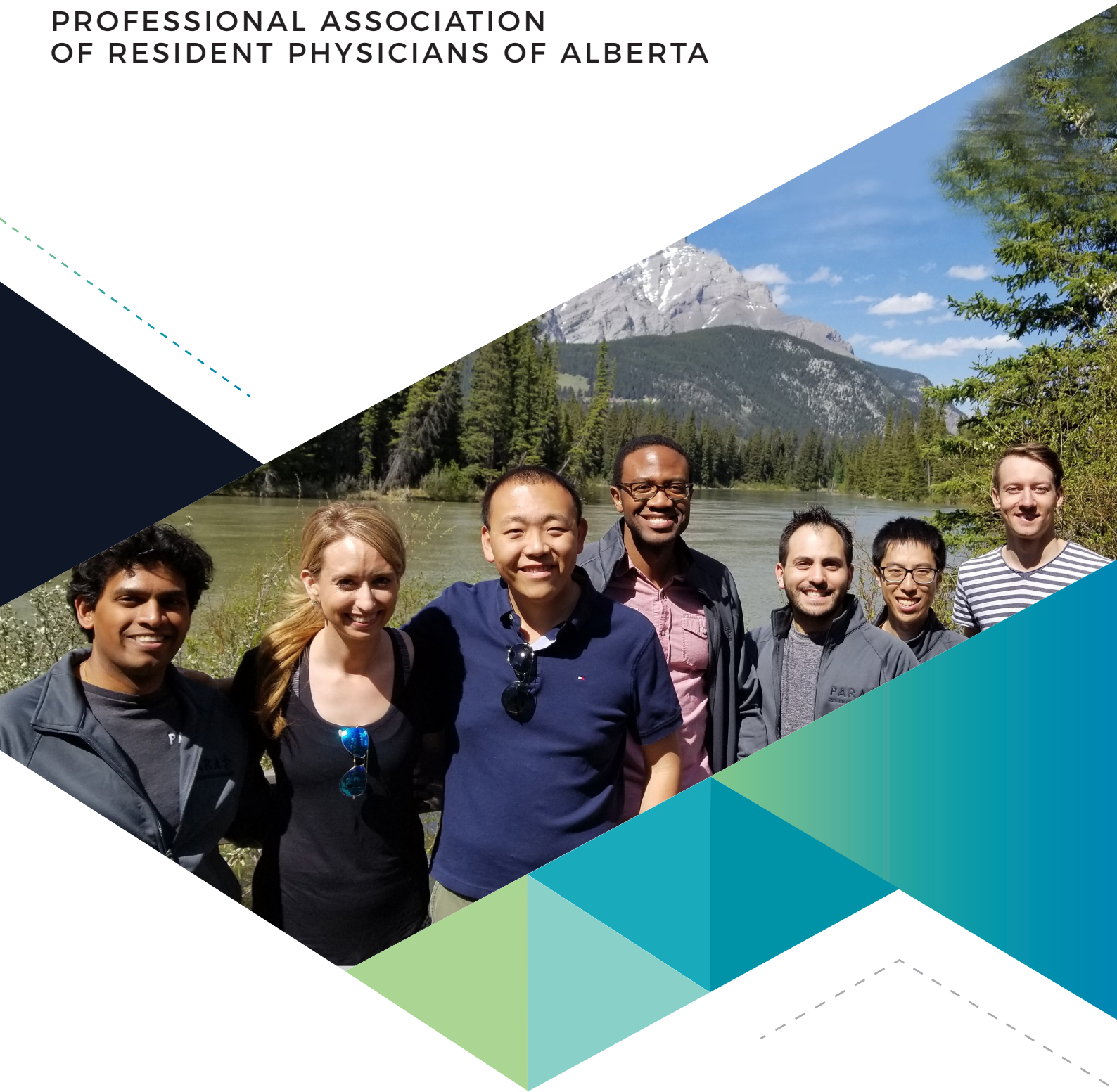


PROFESSIONAL ASSOCIATION  
OF RESIDENT PHYSICIANS OF ALBERTA



2018-2019  
**ANNUAL**  
**REPORT**

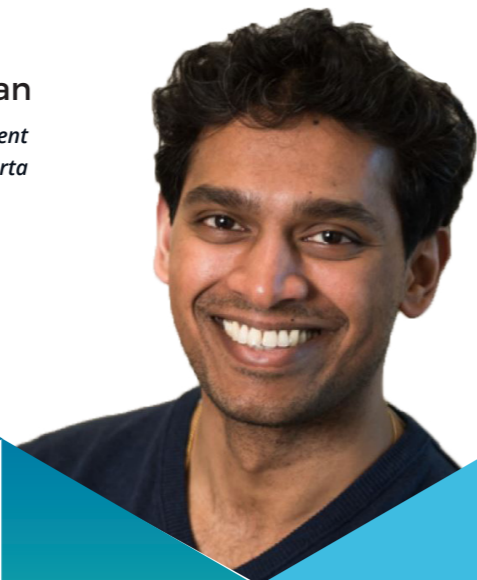


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**We are the voice of Alberta's  
1,700+ resident physicians**

Dr. Deepak Dinakaran  
2018-2019 PARA President  
Radiation Oncology, University of Alberta



## ABOUT US

## Dear Colleagues,

My term as PARA's president has come to an end and what a year it has been! I have now had the pleasure of being a part of the Association for the last five years and there never seems to be a "quiet" year. There are continuous challenges we face from ongoing issues and unexpected new issues. The last year was no different. Our activities throughout the year are not always obvious, but I hope you can take my word that the excellent office staff, our CEO Mr. Rob Key, and PARA's Executive team of your peers had another year of challenges that we faced and successfully addressed.

Chief amongst last year's activities is, of course, the Resident Physician Agreement. This is actually an historic round of negotiations that we just finished. It is the first time in recent years that a negotiation was completed through consensus and outside of binding arbitration. Furthermore, it is also the fastest round of negotiations in the last 10 years. This was due to a motivated government, lessons we learned with our previous negotiations and challenges with back pay and our mutual desire to significantly improve non-monetary aspects of our Agreement. The latter point is important because we rarely get a chance to focus beyond remuneration and address important non-monetary issues such as exam leave, study leave, out-of-province electives, benefits, better switch-call access and practice stipends. We negotiated diligently and I hope you would agree that our total Agreement still makes Alberta one of the best places in the country for post-graduate training.

This is not to say that we have lost sight of the importance of remuneration for our members. Our rising cost of education

before and during residency and increasingly longer training trajectories, do justify the pay increase that we have not received. I do know first-hand and from our members what the financial stress during residency feels like and why our relatively high salaries on paper still leaves us living more like lower-middle class Albertans for years on end. It does not recognize our much higher hours worked per week and the significant role we play in Alberta's healthcare. PARA is fully cognizant of this and, the constant flux in provincial politics notwithstanding, we will continue to advocate and seek ways of delivering what our members ask of us.

As we enter a new year with a new government though, I think you will start to see PARA's importance beyond the negotiations. I am proud of the big strides in non-Agreement topics we have made in the last year, but the (re-)emergence of issues like PracID restrictions; maintaining relationships with our partners; and advocating for resident physicians at multiple tables will perhaps be some of the dominant issues of the upcoming year. Alberta is going through a period of change, which will pose new challenges that we will have to address. As I transition to the Past President role and welcome our new President, Dr. Franco Rizzuti, I do believe he, the Executive team and PARA office staff will continue to honourably serve our members' best interest. My request for you is to continue staying engaged with PARA and help guide us in better addressing your needs.

Sincerely,

Dr. Deepak Dinakaran

PARA is a non-profit association that endeavours to provide effective representation for physicians completing further training in a residency program. PARA advocates excellence in education and patient care while striving to achieve optimal working conditions and personal well-being for all its members.



### Vision

Alberta's resident physicians will be:

- Informed about their patients' health and innovations in medicine.
- Empowered to create healthy professional working and learning environments.
- Involved in shaping the future of health care delivery in Alberta.

### Strategic Priorities



#### Advocacy

Be a respected voice in the development of health care policy in Alberta



#### Collaboration

Foster and strengthen relationships with partners in both medical education and health care delivery



#### Member Engagement

Strengthen engagement and transparency between PARA and its members



#### Resident Physician Agreement

Negotiate the Agreement, securing competitive compensation, benefits and workplace conditions



#### Resident Physician Well-Being

Promote, encourage and support resident physician well-being



#### Sustainability & Continuity

Ensure long-term sustainability and continuity of the Association

# 2018-2019 EXECUTIVE BOARD

The PARA Executive Board is responsible for implementing the direction set by the PARA Assembly.



**DR. DEEPAK  
DINAKARAN**

President  
Radiation Oncology  
University of Alberta



**DR. IMHOKHAI  
OGAH**

VP Community & Internal Relations  
Internal Medicine  
University of Calgary



**DR. CASEY  
CHAN**

VP Leadership & Education  
Internal Medicine  
University of Calgary



**DR. FRANCO  
RIZZUTI**

VP Operations & Finance  
Public Health &  
Preventive Medicine  
University of Calgary



**DR. TAYLOR  
WONG**

Calgary & Southern Alberta Ambassador  
Internal Medicine  
University of Calgary



**DR. BETHANY  
OSTROWERKA**

Edmonton & Northern Alberta Ambassador  
Psychiatry  
University of Alberta



**DR. DAVIS  
SAM**

Alberta Medical Association Ambassador  
Internal Medicine  
University of Calgary



**DR. MICHAEL  
MARTYNA**

Past President  
Psychiatry  
University of Alberta

# RESIDENT PHYSICIAN AGREEMENT

PARA negotiates the Resident Physician Agreement on behalf of resident physicians. This Agreement addresses the provision of health care services within a learning environment during residency training, such as salary, well-being benefits, stipends, on-call service expectations and working conditions.



## Member Benefits

PARA members enjoy benefits that are mandated through the Resident Physician Agreement. These benefits include:

- Education and compassionate leaves
- Flex days
- Health/flexible spending account
- Health and dental insurance
- Long term disability insurance
- Maternity/parental leave



## Fatigue Management

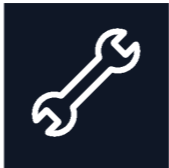
As both learners and health care providers, resident physicians are in a distinct position. This dual role means resident physicians often work long hours providing patient care as part of their training.

PARA is committed to advocating for evidence-based fatigue management initiatives. To this end, PARA participates on a national working group aimed at identifying and mitigating fatigue-related risk at health facilities, having a positive impact on patient safety and supporting resident physician health and wellness.



## Taxi Reimbursement Program

The PARA Taxi Reimbursement Program ensures resident physicians make it home safely when they are too tired to drive after an in-house or switched on-call shift. Research has shown that resident physicians and members of the public are particularly at risk from motor vehicle collisions caused by fatigue. The program reimburses resident physician transportation – via taxi, Uber or public transit – contributing to member and public safety and illustrating PARA's commitment to resident physician well-being.



## Working Conditions

Resident physician working conditions are also mandated through the Resident Physician Agreement. These include:

- Call rooms
- Commitment to safe and secure work environments
- Resident physician lounges

# MEMBER ENGAGEMENT

Member engagement is one of our strategic priorities and key to successfully representing our members. This includes being informative and relevant for members, as well as medical students, allied health colleagues and partners.



Designed and developed during the 2018-2019 year, the PARA app allows members to easily access the Resident Physician Agreement, PARA forums, upcoming events and more.

PARA connects with our members through Facebook, Twitter and Instagram. Between the three channels, PARA has over 1,300 followers.

PARA's blog features articles written by Alberta's resident physicians. Topics include parenting during residency, resiliency and identifying values.



These profiles encourage resident physicians to learn about other specialties, aid medical students with their career decision-making process and help interested members of the public understand more about resident physicians.

In September 2018, we launched forums on the members' side of our website. These forums allow our members to connect with fellow resident physicians in a private, secure area.



## WELLNESS

PARA is committed to providing opportunities to facilitate resident physician wellness. This includes hosting wellness events and sharing wellness-related research and initiatives from our partners.

### PARA Wellness Events

In 2018-2019, PARA hosted social events for our members, including:

- Bowling
- CFL football games
- CIBC Run for the Cure
- Paint nights
- Picnics
- Pub nights
- Theatre nights
- Symphony
- WHL hockey games

All PARA-sponsored events are offered free of charge to our members and guests (and families where appropriate).

### Event Funding for Rural Resident Physicians

PARA recognizes that rural based resident physicians are generally less able to participate in PARA wellness events due to travel time, distance and expense. To ensure that rural members still have access to PARA-supported activities, PARA allocates funding for wellness events for both Rural Alberta North and South. In 2018-2019, rural events included:

- Arcade night
- BBQs
- Board game dinners
- Camping trip
- Coffee meetings
- Paintball

### Resident Physician Wellness Month

Resident Physician Wellness Month (RWM) encourages resident physician wellness and recognizes resident physicians for the work they do. This past year, PARA celebrate RWM in May with wellness events and initiatives, including:

- Cooking classes
- Family bowling
- Mother's Day/Teddy Bear Fun Run
- Snacks in resident physician lounges
- Spin classes
- Step challenge
- Wellness photo contest

## LEADERSHIP

Involvement with PARA provides resident physicians with several benefits, including the opportunity to network with colleagues with similar professional backgrounds and interests. It also exposes them to trends and best practices within their profession and provides leadership training and experience.



### Volunteering with PARA

Volunteering with PARA allows resident physicians to directly benefit their own residency experience and that of their colleagues. It provides opportunities to interact with people from all facets of residency and from all areas of Alberta, as well as learning about the function of different organizations within health care and how decisions are made. PARA volunteers have the opportunity to interact with the leaders of health care change.

PARA opportunities include:

- Serving on the PARA Assembly
- Participating on PARA committees and working groups
- Serving as an ambassador at an external partner meeting
- Hosting social events
- Attending educational opportunities and social activities



### Leadership Workshops

In May 2019, PARA hosted leadership workshops in both Calgary and Edmonton. These facilitated sessions included a keynote address on physician leadership in the 21st century and workshops on the dynamics of collaboration in a multidisciplinary health care setting.

These workshops will continue to be offered annually, free of charge to our members.



### Transition to Practice

PARA hosted a number of information events and networking/recruitment fairs in Calgary, Edmonton, Lethbridge and Red Deer in late 2018 and early 2019. These events included information sessions on recruitment protocols in Alberta, considerations for entering into practice, new-in-practice physician panels, and networking opportunities with the organizations and recruiters who are involved in the transition into independent practice process.

*“Attending the Leadership Workshop was extremely useful - I look forward to using what I learned, both at work, as well as in my personal life.”*

*- Workshop Participant*

## ADVOCACY

### PARADIME

The PARAdime Campaign is an annual resident-driven initiative that provides support to some of Alberta's most vulnerable citizens.

From December to late January, collection bins were set up in hospitals across Alberta, allowing resident physicians to drop off donations of gently used clothing and other items most needed by our partner agencies. At the end of the campaign, resident physicians delivered the donations to local shelters and agencies working with Alberta's most vulnerable.

PARAdime is an opportunity to increase resident physician awareness of the challenges faced by some of their neighbours. It is also to help keep their community healthy by providing basic necessities, recognizing that improving the health of some of the most vulnerable will help relieve some of the pressure on a stressed health care system.

### RESIDENT PHYSICIANS IN THE LEGISLATURE

As part of our leadership and advocacy development mandate, PARA is committed to fostering strategic relationships and positively impacting health care policy in Alberta.

Resident Physicians in the Legislature (RIL) is a continuing advocacy event providing Alberta's resident physicians the opportunity to participate in face-to-face meetings with elected representatives and senior government officials and to offer their distinct perspectives on issues relevant to health care delivery in Alberta. It also supports the CanMEDs roles of health advocate and communicator.

RIL is traditionally held in spring of each year. However, with the provincial election in April 2019, RIL was postponed to the fall.

Alberta's resident physicians are committed to working with elected officials and health care policy makers to share our perspectives and help ensure the highest possible quality of patient care for all Albertans.



## FUNDING

PARA was very pleased to introduce two new funding initiatives in support of resident physician wellness in 2019.

### Research on Resident Physician Wellness Initiative

Research into resident physician wellness within Alberta has not been a well-studied topic. Residency in Alberta may have specific nuances and challenges that may have gone unrecognized due to the lack of funding and research into resident physician wellness in a systematic method. Introduced in October 2018, the initiative supports resident physician research projects on resident physician wellness in Alberta.

### Resident Physician Wellness Initiative Grants

Launched in May 2019, the Resident Physician Wellness Initiative Grants provide funding to support member-led initiatives that promote wellness within PARA's membership. Preference is given to initiatives that impact a broad cross-section of resident physicians and display innovative strategies for addressing wellness goals.

### PARA Bursaries

PARA bursaries are awarded to graduating medical students who are entering a residency program in Alberta.

#### 2018-2019 Recipients:

University  
of Alberta

Miranda Wan

University  
of Calgary

Alexandra Dittrich

## AWARDS & CONFERENCES

### Resident Physician of the Month Award

The Resident Physician of the Month is an initiative focused on improving resident physician well-being by recognizing and rewarding resident physicians who make a positive contribution to their work environment while maintaining a healthy lifestyle.

### Clinical Teaching Award

PARA recognizes excellence in resident physician education through the Clinical Teaching Award. This award is given to a deserving physician in Calgary, Edmonton and a rural centre.

2018-2019 recipients:

Dr. Sarah Feaver, Preceptor (rural)

Dr. Omar Shuja ud Din, Psychiatrist (Edmonton)

Dr. Carolin Teman, Anatomic Pathologist and Hematopathologist (Calgary)

### Interdisciplinary Teamwork Award

Resident physicians work as part of a team providing care to patients, and the experience of that team is greatly dependent on the contributions of its members. The Interdisciplinary Teamwork Award recognizes our allied health care colleagues who value and exemplify a positive team-based approach, and who advocate for healthy and caring work environments for all members of the team and our patients.

2018-2019 recipients:

Janet Johnson, Nurse Clinician, Richmond Road Diagnostic and Treatment Centre (Calgary)

Bonnie Kissick, Patient Care Manager, Alberta Health Services (Edmonton)

### Resident Physician Well-Being Award

PARA recognizes the outstanding contributions of educators to resident physician well-being through the Resident Physician Well-being Award. This recognition is awarded to a physician preceptor in Calgary, Edmonton and a rural centre.

2018-2019 recipients:

Dr. Matthew Tennant, Clinical Professor (Edmonton)

Dr. Penelope Borghesan, Preceptor (Calgary)

### Conference Sponsorship Program

The PARA Conference Sponsorship Program helps embody the value PARA places on resident physician education and resident physician wellness. As part of this program, PARA sponsors a resident physician from the University of Alberta and the University of Calgary to attend specially chosen conferences on medical education, residency education and physician health.

The conferences are selected based on how they assist the Association in achieving its strategic directions.



Attending ICRE allowed me to further explore and expand my interests in residency education, disseminate some of my own education research, while also providing me with additional information and tools for attaining my own educationally-oriented career goals."

- Dr. Mackenzie Lees





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