



PARA

Professional Association of
Resident Physicians of Alberta

Resident Physician Agreement 2022-2024

Overview of changes to revised Agreement

The Professional Association of Resident Physicians of Alberta has reached a tentative agreement with the other parties of the Resident Physician Agreement (Alberta Health Services, the University of Alberta and the University of Calgary). The significant changes are as follows:

Term of the Resident Physician Agreement

- January 1, 2022-June 20, 2024

Compensation

- Lump Sum Payment
 - All resident physicians in residency training as of January 2, 2022 will be eligible for a 3% lump sum payment, in part to recognize the contributions made by resident physicians during the COVID-19 pandemic
- Salary
 - 1% increase: effective January 1, 2022
 - 1% increase: effective July 1, 2022
 - 1% increase: effective July 1, 2023

It should be noted that full retroactivity is in effect – the lump sum payment and January salary increase will be provided to all resident physicians, even those who have completed training. The timing of those retroactive payments has been finalized:

- Current resident physicians: all retroactive payments will be made on August 24, 2022
- Completed resident physicians: all retroactive payments will be made on September 21, 2022

Salary Grid (January 1, 2022-June 30, 2024)

Pay Level	Dec. 31, 2021	Jan. 1, 2022	July 1, 2022	July 1, 2023
PGY 1	\$57,200	\$57,772	\$58,350	\$58,934
PGY 2	\$63,314	\$63,947	\$64,586	\$65,232
PGY 3	\$68,192	\$68,874	\$69,563	\$70,259
PGY 4	\$73,077	\$73,808	\$74,546	\$75,291
PGY 5	\$79,184	\$79,976	\$80,776	\$81,584
PGY 6	\$84,067	\$84,908	\$85,757	\$86,615
PGY 7	\$90,826	\$91,734	\$92,651	\$93,577
PGY 8	\$98,141	\$99,122	\$100,113	\$101,114

Time off

- National Day for Truth and Reconciliation
 - Prior to the official announcement from AHS, it had been agreed by all parties to recognize National Day of Truth and Reconciliation as a Named Holiday
 - If you are required to commence work on this day, it is considered on-call and you receive a day in lieu (similar to other Named Holidays)
- Flex days definition change – Personal Days
 - Clarification that these days are meant to be used as needed by resident physicians
- Protection from on-call duty for pregnant resident physicians
 - Individuals are no longer required to perform extended duty shifts after 24 weeks (improvement from 27 weeks)

Working Conditions

- Right to refuse unsafe work
 - If there is a danger to a resident physician's health and safety, the individual can refuse to work – reporting to their Program Director and following appropriate site procedures
- Rest between shifts
 - On shifts where no post-call day is given, there needs to be a minimum of eight hours between shifts

Other

- Computers in call rooms
 - AHS has committed to ensuring all call rooms have computers that can access Connect Care
 - Computers need to be in call rooms at each site as Connect Care comes online at that site
- Cell phones part of T2200 tax form
 - AHS has agreed to include cell phones as an employment expense for the issuance of T2200 tax forms
- Commitment to discuss issues related to remote and virtual work
 - With the increase in remote and virtual work, the other parties to the Agreement have agreed to discuss how this potentially affects call scheduling, call stipends and other areas of training
- Commitment to discuss issues related to consecutive days of work
 - The other parties to the Agreement have agreed to further discussions regarding limiting the number of consecutive days worked

Once the Resident Physician Agreement has been formally ratified by all parties to the Agreement, the full Agreement will be available to all resident physicians on the PARA website.