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1. Season's Greetings!



Happy holidays and the warmest of wishes for the holiday season! We hope this season finds you and your family happy, healthy, and full of cheer.

In the midst of upcoming celebrations, join us and the Coalition for Cellphone-free Driving in being mindful of safety and injury prevention this holiday season. Also, help us help the less fortunate this season and consider donating a bag, warm clothes, non-perishable food, and other necessities to the PARAdime.

Happy Holidays!

Cheers,
Your **PARA** Exec Committee

2011/2012 PARA Executive on the right: (L-R) Dr. David Ward, Dr. Rhett Taylor, Dr. Katherine Leung, Dr. Khalil Jivraj, Dr. Matt Frey, Dr. Gillian Shiau, Dr. Mayank Singal, and Dr. Sangeeta Jain.



2. **PARA** - Know Your Contract:

▪ On-call Schedule Distribution

The Resident Physician Collective Agreement requires that both **PARA** and resident physicians on a service receive a call schedule one week in advance of each block as per Article 14.07:

All duty schedules shall be provided to **PARA** and the affected Resident Physicians on a regular basis and available at least one (1) week prior to its effective date. Nothing in this sub clause precludes changes to the posted schedule due to unforeseen circumstances, but these changes shall be communicated to **PARA** by the end of that scheduling period.

The timely receipt of call schedules is particularly important for rotating resident physicians. All services must ensure that these schedules are created and distributed a week in advance of the rotation start date and this expectation is especially important for services that include rotating resident physicians.

It is the responsibility of the program to ensure that submitted call schedules reflect the service realities of the resident physicians represented in the call schedule. Changes to the posted schedule are intended to be for unforeseen circumstances only. As per the contract, **PARA** collects these schedules for our records; they are helpful in sorting out resident physician call stipend and call-scheduling concerns as they arise.

PARA will be following up with programs that members have identified as regularly distributing call schedules with less than one week's notice. Additionally, memos have been sent to programs reminding them of this contract expectation. If you have questions or concerns about call schedule distribution, please contact the PARA office.

▪ Course Reimbursements

As per Article 10.05, PARA members are entitled to reimbursement of eligible expenses associated with mandatory training at eligible sites outside of the area in which they usually work. Keep in mind that to be reimbursed, ***resident physicians must submit their receipts within three months of the completion of that mandatory remote training.***

Article 10.05:

Remote Training

For Letter of Understanding Re: Article 10.05, see page 34.

- (a) Resident Physicians shall be reimbursed by the Authority for one hundred percent (100%) of costs associated with mandatory training at a site outside of the community in which they normally perform the majority of their duties, which occurs on or after July 1, 2003. The determination of whether such training is mandatory shall be made by the respective Program Director.
- (b) Such reimbursement shall be for reasonable travel, lodging, and any additional tuition associated with this remote training, upon presentation of satisfactory receipts. All receipts must be submitted within ninety (90) days of completion of remote training.

For more contract tips, visit the **PARA** website at <http://www.para-ab.ca/agreement/know-your-contract>.

3. Wellness Tip:

▪ **PARA** Health Benefits

As of January 1, 2012, **PARA** resident physician health benefit plans will be modified to consolidate resident physician benefits across the province.

[What does this mean for you?](#)

It means that from January 9 – 20, 2012, you will have the option to

- Opt out of the Supplementary Health and Dental benefit plan, provided you have spousal coverage or coverage through another employer; or
- Opt in to the Supplementary Health and Dental if you are currently opted out.

You can opt in or out on e-People. If you opt out, you will not be able to opt back in unless your other health coverage terminates. If no changes are made to your enrollment, your coverage will automatically be updated to the new plan.

If you have questions about this process, contact Benefits at 1 (877) 511-4455 or HRContactCentre@albertahealthservices.ca.

Coverage

Your drug coverage will remain at 80% with Direct Bill; your dental coverage will remain the same at 80% Basic, 50% Major Restorative, and 50% Orthodontics (for children under 21). A few of the more specific consolidated coverage terms are listed below:

Benefit	Current Plan	January 2012 Consolidated Plan
Benefit Year	January to December	July to June
Hospital Rooms	Private and Semi Private	Semi Private
Private Duty Nursing	\$250/week. Max \$2500/year	\$10,000/3 years
X-Rays	Excluded	Included, 80%
Diabetic Insulin Pump	Included	Excluded
Respirators	Excluded	Included
Orthotic Shoes	\$100 per year	\$250 per year
Dental Diagnostic Complete Exam	Once per 5 years	Once per lifetime per dentist
Accidental Dental	\$2000	\$3000
Additional Life Insurance	None	\$2500 ⁺

⁺This amount is in addition to the life insurance benefit administered by **PARA** for resident physicians through ADIUM Insurance (\$150,000 plus accidental death and dismemberment coverage).

If you have any questions about your coverage, contact Benefits at 1 (877) 511-4455 or HRContactCentre@albertahealthservices.ca.

What do you need to do?

1. Confirm your health and dental plan status on E-people.
2. Look for your new Alberta Blue Cross (ABC) ID cards in late December.
3. Use your new ABC ID number for all health, dental and flexible spending account claims dated after January 1, 2012.
4. Complete the *Appointment of Beneficiaries Form* that you will receive shortly by email from Alberta Health Services (also available on the PARA website at <http://www.para-ab.ca/residents/frequently-used-forms/health-benefits-forms>).
5. Remember: if you have allocated credits to your health spending account, you can claim the health premiums that are deducted from your paystubs from your health spending account; the easiest way to claim these premiums is to submit your final December and July paystubs with the appropriate claim form. Health, dental, and flexible spending account claim forms can be found at <http://www.para-ab.ca/residents/frequently-used-forms/health-benefits-forms>.

If you have questions about what your health and dental coverage includes, contact Benefits at 1 (877) 511-4455 or HRContactCentre@albertahealthservices.ca.

- **PARA** Taxi Reimbursement Program Reminder

REMINDER: The deadline for submitting taxi reimbursement claims for this quarter is December 31. **PARA** members who are too tired to drive home after an in-house call shift can submit for reimbursement for a cab or transit ride to get them home safely post call. The PARA Taxi Reimbursement Program will also cover transportation back to the hospital. Resident physicians must be able to present an on-call schedule confirming their on-call shift upon request.

The **PARA** Taxi Reimbursement Program exists to ensure resident physicians make it home safely when too tired to drive. The program was negotiated by you residents physicians' association to contribute to resident physician and community safety and as an opportunity for **PARA** to exemplify resident physician well-being as one of our valued priorities.

The sustainability of Taxi Reimbursement Program is dependant upon the collective prudence (good sense) of its users. **PARA** encourages all of its members to reflect on the spirit in which this benefit was created, **which was to guard the safety of our membership and our community**. Resident physicians who access this benefit should self-assess for fatigue prior to accessing the benefit.



Reimbursement payments for this quarter will be mailed February 1. Submissions that are received after the cut-off date (December 31) will be processed for the following quarter. Quarterly reimbursements do not exceed \$200/ Quarter/ Resident. In the event that the quarterly budget is exceeded, payments will be pro-rated.

Claim forms can be found on the PARA website at <http://www.para-ab.ca/residents/frequently-used-forms/para-forms>.

4. Work Hours Update

At the 2011 International Conference on Residency Education, there was an engaging symposium on Duty Hours: Solutions Across Borders. The panel was hosted by Dr. Kevin Imrie, Vice President (Education) with the Royal College of Physicians & Surgeons of Canada. The session looked at changes in resident physician duty hours internationally, recognized the impact of changes to duty hours on teachers, and identified specific strategies to adapt residency training to thrive in the context to duty hours improvements. The speakers on this panel included the following:

- o Dr. Tomas Manaitis, Program Director Internal Medicine, McGill University
- o Darcy A. Reed, MD MPH Associate Director, Internal Medicine Residency Program & Chair, Student Assessment, Mayo Medical School
- o Dr. Adrian Park, Chief of Surgery, Dalhousie University
- o Dr. Fiona Moss, Director of Medical and Dental Education Commissioning, London Deanery

To hear the podcast of the symposium and to view the slides of each presenter, visit the "Health Policy in Residency Education" Section of the ICRE Blog and find "Duty Hours: Solutions Across Borders" at <http://icreblog.royalcollege.ca/2011/11/08/continue-your-learning-icre-2011-podcasts-and-slides-now-available/>. A full report on the symposium can be found at <http://icre2011.files.wordpress.com/2011/11/duty-hours-symposium-report.pdf>.

5. PARAdime Update

Check out our current PARAdime numbers!:

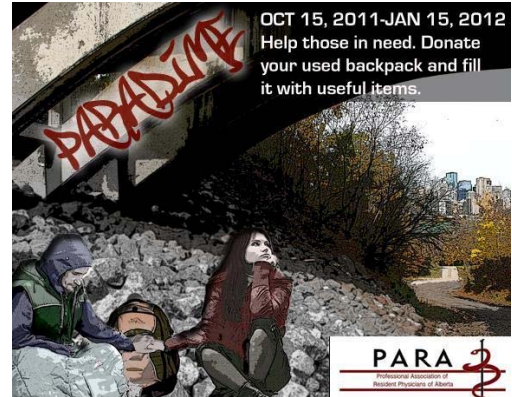
	Edmonton Hospitals	Calgary Hospitals	PARA Staff	Total
PARA dime Bags Collected	12	24	4	40 (Woot Woot!)

Thank you to all the resident physicians, program administrators, medical students, preceptors who have made donations! We're off to a great start!

Potential Backpack Stuffers:

- Clean clothes, socks, underwear, toques, and mitts: **the Calgary Drop-in and Rehabilitation Centre is in particular need of men's clothes.**
- Non-perishable food items: energy bars, microwave food, etc.
- Brushes and combs, soap, shampoo, toothpaste and brushes, deodorant, tampons, and other toiletries
- Towels, board games, and gift certificates

Every little bit counts! If you have a bag, but no stuffings or stuffings, but no bag, we'll find them a home. The drop-off sites and reps are listed below:



- **Foothills Hospital – Resident Lounge C218**
Site Contact: Ahmed Abdi Ali, Ahmed.AbdiAli@albertahealthservices.ca
- **Peter Lougheed Hospital – Resident Lounge 0741**
Site Contact: Matt Frey, mhzfrey@ucalgary.ca
- **Rockyview General Hospital – Resident Lounge 4582**
Site Contact: Mark Ballard, cerebellar.ataxia@gmail.com
- **Alberta Children's Hospital – Resident Lounge a3-006**
Site Contact: Sangeeta Jain, sangeetajain486@gmail.com

PARA will be donating the collected bags to those in need as part of Resident Physician Awareness Day, Tuesday, February 21, 2012. Be part of helping the less fortunate in the coming months; donate a bag labeled with your program and help champion *health before hospitals!*

For further information, please contact the **PARA** office at para-ab@shawbiz.ca.

6. Foothills Resident Physician Lounge Survey

The medical site office at the Foothills Hospital is looking to proactively engage resident physicians in Calgary on meeting and lounge space opportunities at the Foothills Hospital. Any one who has set foot in the Foothills Hospital understands that space is at a premium. A portion of that premium space is dedicated to lounge space for physicians and resident physicians alike. **PARA** is looking for your thoughts on what makes an ideal lounge space and your lounge experience at the Foothills. Your feedback will help ensure that the resident physician perspective can be reflected in infrastructure discussions and decisions.



The survey will take about 5 minutes and can be found at <http://www.surveymonkey.com/s/CFQSYHK>. Resident physicians who take the time to fill out the survey will be entered into a draw to win a pair of hockey tickets. **PARA** appreciates your input; the information you provide helps us to serve you better.

If you have any questions, please contact the **PARA** office at para-ab@shawbiz.ca.

7. Remembering Movember – Calling all Stashes!



We're looking for visual proof of your facial hair efforts! Remember to send us your Stash photos and **PARA**'s favourite will be awarded Dr. Stash of the Year. Dr. Stash will receive a pair of movie tickets and recognition in the spring **PARA**doc and **PARA** will donate an additional \$100 on the winner's behalf.

8. Call for Nominations

▪ **PARA** Executive Nominations

PARA will be accepting nominations for the 2012/2013 Executive from now until January 15, 2012. Nominations must include:

- A brief biography (maximum 100 words)
- A platform description. (maximum 200 words)

Why get involved?

Members of the 2012/2013 **PARA** Executive will have the opportunity to attend the executive retreat in Canmore or Banff on the weekend of June 1 – 3, 2012. Executive members are responsible for implementing direction set by the Board of Directors; through this role, resident physicians can access opportunities to fulfill a number of CanMEDS roles: develop their leadership skills, liaise with health and medical education stakeholders, and represent Alberta's resident physicians at the regional, provincial, and national levels. For more information, contact the **PARA** office or a current member of the **PARA** executive @ <http://www.para-ab.ca/board/para-executive/executive-contact-information>

PARA Executive Committee elections process shall be as follows:

- Nominations for Executive positions shall be solicited from the Board and from the entire membership; only general members are eligible for nomination. The nomination deadline is **January 15th**. To ensure transparency, nominees will be posted on the **PARA** website as they are received: <http://www.para-ab.ca/board/para-executive/executive-nominations>.
- Where required, an on-line ballot will be emailed to each member of **PARA**. These ballots shall have the names of all nominees listed with a brief biography and platform description from each of the nominees. Elections will close on February 15th.
- The names of the Directors Elect shall be posted in the next communiqué to the membership. The new executive will take office July 1st.

Additional information about elections, position descriptions, and nomination forms can be found on the **PARA** website at <http://www.para-ab.ca/board/para-executive/executive-nominations>.

▪ CAIR Awards – Nomination Deadline Extended

Dr. Derek Puddester CAIR Award for Resident Well-Being

This award honours those who have contributed to improving resident physician well-being in Canada.



Dr. Joseph Mikhael CAIR Award for Medical Education

This award honours those who have contributed to improving undergraduate and postgraduate medical education in Canada.

Lois Ross CAIR Award for Service to Residents

This award honours those allied health professionals who have contributed to the advancement of resident physician life in Canada.

Nomination deadline extended to: **December 15, 2011**

For more information and nomination forms for these awards, visit <http://www.cair.ca/en/news/releases/>.

9. Call for Submissions: Emerging Leaders in Health Promotion Grant Program – brought to you by the AMA

PARA is pleased to let you know about a new grant program that the Alberta Medical Association (AMA) is making available to resident physicians and medical students for projects that promote



the health of Albertans and encourage mentorship within the medical profession! **The deadline for grant application for 2011/2012 is December 31, 2011.**

The “Emerging Leaders in Health Promotion Grant Program” is supported by the AMA’s Health Issues Council, the Professional Association of Resident Physicians of Alberta, and the University of Alberta and University of Calgary Medical Students’ Associations.

The objectives of the grant program are to:

- Promote development of the physician role as advocate for healthy populations;
- Provide experience in health promotion as integral to medical practice; and
- Facilitate growth of leadership and advocacy skills in a mentored environment.

The minimum amount of funding per project is \$1,000 and each project is expected to be completed within a year. Half of the funding will be provided up-front, with the remainder available at the project’s mid-point. In addition to monetary assistance, the AMA will be able to provide assistance with organizational and communications-related expertise for the implementation phase of approved projects.

Where do I go if I still have questions?

Contact Gillian Shiau at gillian.shiau@gmail.com or Janet Boyer at janet.boyer@albertadoctors.org.

10. PARA’s Spot the Stethoscope Contest

Check out the **PARA** website at <http://www.para-ab.ca> and win. Each month until March 2012, a stethoscope will be hidden somewhere on **PARA**’s website. The first 14 resident physicians who correctly reply by email detailing where on the **PARA** website the stethoscope is hidden will win!!!*

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 over the summer of 2009, www.para-ab.ca has had more than 65,000 visitors!

First Prize – The first two resident physicians from both the University of Alberta and the University of Calgary to email **PARA** with the URL of the stethoscope will win a pair of tickets to a December NHL game.



Last Month’s Winners

University of Alberta	University of Calgary
Alexandra Lao	Kristine Woodley
Matt Linton	Edwin Cheng

Second Prize Winners: The next five resident physicians from each university to email **PARA** with the URL of the stethoscope will win a pair of tickets to the movies.

Last Month's Winners

University of Alberta	University of Calgary
Michael Chu	Meira Louis
Kerri Chung	Faruqa Ladha
John Walker	Haneen Ramaileh
Maryana Duchcherer	Mark Hnatiuk
Kate Elzinga	Dinesh Witharana

* Resident physicians are eligible to win hockey tickets only once per academic year; runners-up prizes will not be awarded to any resident physician two months in a row.

11. Upcoming Events

- **PARA** Seasonal Social: Jubilations Dinner Theatre

The Last Concert: Buddy Holly & Friends
http://www.jubilations.ca/jubilations/cal_now_playing.html



Date: Sunday, January 15, 2012
 Location: Westbrook Mall 1002 – 37 Street SW
 Doors: 6:15 – 6:30 PM

PARA recognizes that the December Holiday Season is a busy time so **PARA's** seasonal social event takes place in the New Year. **Spots are limited and tickets are not transferable to another date, so RSVP early to avoid disappointment.** The first 24 resident physicians who reply with their complete mailing address and pager number to para-ab@shawbiz.ca shall receive two adult dinner tickets. **Deadline** to reply is **Monday, December 12.**

- Recruitment Fair Co-hosted by RPAP & **PARA**

Date: January 19, 2012
Location: Calgary - Venue is being confirmed
Time: 7 – 8:30 pm

Description: The events will be a unique night of mixing and mingling using a "Speed Dating" format. More details to follow. We plan to invite physician recruiters from AHS, Covenant Health, AMA PLS, and local PCNs. Help us make this event more relevant for you! Please contact PARA with your specialty and your top three practice and location preferences. This information will help us tailor the event to fit your needs. Any additional information is welcome – please tell us what you would like see at this event!

- Physician Work Hours, Health, & Patient Safety Course

Dates: February 20-24, 2012
Location: Westin Casuarina
 Grand Cayman, Grand Cayman,
 Cayman Islands B.W.I.

Description: This course is designed to provide guidance to practicing physicians and surgeons, postgraduate medical education program directors, department chairs, academic medical centre administrators, and risk management personnel on how to provide round-

Physician Work Hours, Health, and Patient Safety

Offered by:
HARVARD MEDICAL SCHOOL
 DEPARTMENT OF CONTINUING EDUCATION & DIVISION OF SLEEP MEDICINE

BRIGHAM AND WOMEN'S HOSPITAL
 DIVISION OF SLEEP MEDICINE, DEPARTMENT OF MEDICINE

the-clock patient coverage while adhering to best scheduling practices. Topics include recent advances in sleep medicine, occupational medicine, and patient safety related to physician work hours, handovers of patient care, and fatigue risk management programs designed to reduce the risk of medical errors, improve patient outcomes, and reduce occupational injuries to physicians.

This course is approved by the Accreditation Council for Continuing Medical Education which is recognized by the Royal College of Physicians and Surgeons of Canada.

For more information on this course, visit <http://www.para-ab.ca/news/courses-and-conferences>.

For more information on upcoming events, visit **PARA**'s events calendar online at <http://www.para-ab.ca/calendar.aspx>.

PARA has a facebook page to allow resident physicians to view information about upcoming **PARA** events. You can find our page at <http://www.facebook.com/group.php?gid=185755111347>. Feedback on the site is welcome.

12. **PARA's November 2011 Resident Physician of the Month**

Dr. Alim Devani, Dermatology PGY 5, University of Alberta



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

"Without a doubt, Dr. Devani is a great role model for residents and medical students alike. In addition to demonstrating the perfect balance between his academic and personal life, Dr. Devani's day-to-day enthusiasm and quest for knowledge as well as his concern for patient well-being is infectious to all residents in his program and you will always find him with a smile on his face, even during the most stressful of situations, which is a very admirable quality. As our Chief Resident over the past year, he should also be commended for his strong leadership and the numerous innovative learning ideas that he brought forth to our program. Spend one day with Dr. Devani and he will not only

inspire you to become a physician (and perhaps even a SKINternist) but also a better human being. Dr. Devani will be a superb dermatologist and we are very fortunate to have such an exemplary individual in our program. For these reasons, he truly deserves the PARA Resident Physician of the Month Award."

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>.

Nominate a colleague for **Resident Physician of the Month** today!
Nomination forms can be found at <http://www.para-ab.ca/news/news-and-events/awards>.



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

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