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1. **PARA - Know Your Contract:** Going on Maternity Leave

In order to facilitate a smooth transfer to maternity leave and encourage trouble-free access to maternity benefits, **PARA** resident physicians planning on accessing maternity leave benefits should keep the following checklist in mind:

- Review the maternity leave frequently asked questions on the **PARA** website at <http://www.para-ab.ca/residents/frequently-asked-questions>.
- Request a Leave of Absence in writing to your Program Director as soon as you feel comfortable sharing information about your pregnancy. Good communication will help to minimize training disruptions for you and service disruptions for your program. Additional notice also helps ensure that the necessary administrative work that allows for a smooth

- transition to maternity leave is in place in your program, the Postgraduate Medical Education office, and AHS Benefits and Payroll.
- Call AHS Human Resources [1 (877) 511-4455] to make sure that the address they have on file for you is correct.
 - Provided you have given at least four months' notice, you should receive a Maternity Benefits Package in the mail from Alberta Health Services Benefits three months before your expected due date. PARA has advocated for resident physicians to receive this package sooner to help ensure a smoother maternity leave experience – this package has been historically sent a month prior to the expected due date.
 - The Maternity Benefits Package includes information on going on maternity leave and the forms you will need to fill out to access your benefits. One of the forms included in this package is the *Benefits Coverage during Leave of Absence form*. You will need to fill out this form if you would like your health and dental coverage to continue during your maternity leave. This form must be received by Benefits prior to the beginning of your maternity leave.
 - Apply for EI Benefits: Contact Service Canada at 1 (800) 206-7218 or go to www.servicecanada.gc.ca
 - Confirm with your Program Director your last day worked and approximate return to work date.
 - The AHS Benefits Service Centre will make arrangements for you to receive your Record of Employment (ROE). This document will be produced following your last day paid and sent electronically to Service Canada with a copy mailed to your home address. If you do not receive a copy within a week of having gone on maternity leave, contact AHS Benefits at 1 (877) 511-4455.
 - For your **PARA** maternity top-up benefit, you will need to fill out the Supplementary Employment Benefit form also provided in your maternity package. Provided that the correct documentation is submitted, this benefit is paid out in a lump-sum cheque between four and five months after the date of your child's birth.

And remember **PARA**! You can always call **PARA** to review some of the key things you need to know when going on maternity leave.

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

2. Wellness Tip: ephysicianhealth.com

ePhysicianHealth.com is the world's first comprehensive, online physician health and wellness resource that helps practicing physicians, resident physicians, and medical students be resilient in their professional and personal lives (about.ephysicianhealth.com). Since the site was launched in the fall of 2009, it has had more than 20,000 visits from more than 12,000 visitors from 108 countries.

Here are some of the student and physician responses to the site:

"I'm an addict. I know it and have known it for years. I was using your website to look up resources for a burnt out colleague and enjoyed Dr. Farnan's work. It hit me hard - I need help too. Going to call my PHP - going to stop. Thank you. Spread this around. Lots of us out there."

"Great site. Practical and interesting. My class likes that it's anonymous. You never know who is checking up on you. Thanks for making this for us."

This month, check out what ephysician health has to say about the resilience; learn resilience BASICS: @ <http://ephysicianhealth.com/?5>

To help navigate the site, **PARA** recommends using <http://about.ephysicianhealth.com>, a searchable site created through a partnership between the Faculty of Medicine at the University

of Ottawa and the Canadian Medical Foundation. This site will help those in need more easily access the resources available on the ePhysicianHealth.com site.

3. **PARA's Perspective on the FMRO Work Hours Decision – Frequently Asked Questions**

With the help of resident physicians who have addressed questions to PARA on the duty hours decision in Quebec, PARA has compiled a list of **Frequently Asked Questions** on the decision. You will find these questions and answers attached. If there are additional questions that you feel would be helpful to include on this list, please let **PARA** know.

4. **PARA in the News**

The Medical Post

The Medical Post has published an article on the top issues facing resident physicians across the country. **PARA** president Dr. Dave Ward was interviewed for the piece. To read the article, visit the **PARA** website at <http://www.para-ab.ca/news/news-and-events/para-in-the-news>.

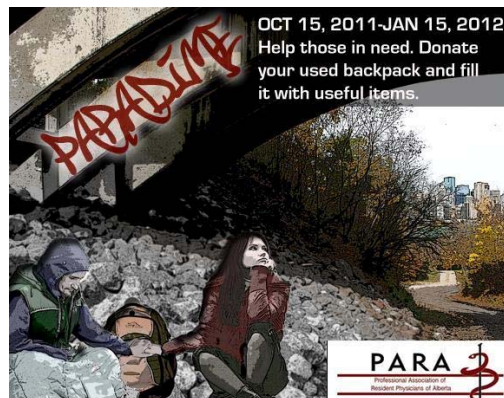
Corrections to the article will be published in next month's edition as a letter to the editor; these corrections include the following:

- Alberta is reported as having "roughly 400 residents"; we actually have approximately 1400 resident physicians
- Information around "the fact that the number of weeks residents can be on call has been decreased from 31 to 27" is missing the key context that this provision is for pregnant resident physicians who used to have the option to stop performing overnight and weekend call shifts after 31 weeks gestation and now have that option earlier.

5. **PARAdime: Donate your old backpack today!**

It's **PARAdime** time! This year marks **PARA's** Third Annual **PARAdime – Give Your Backpack** charity event. This event provides an opportunity for us to help keep less fortunate Albertans out of the hospital this winter. **PARA's** goal is to collect even more backpacks than in previous years; **PARA** collected 55 backpacks in 2010 and 29 backpacks in 2011. We will keep you posted on meeting and exceeding our goal. Help us get there! Collection runs until January 29, 2012 and **PARAdime** bins can be found at the following sites:

- **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!*

Potential Backpack Stuffers:

- Nonperishable food items: energy bars, microwave food, etc.
- Soap, shampoo, toothpaste and brushes, deodorant, tampons, and other toiletries
- Clothes, Socks, Underwear, Toques and Mitts
- Towels, board games, and gift certificates

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

6. PARA Members' Corner: check out what your resident physician colleagues are up to!

Call for a Cause -- holiday charity initiative -- an open invitation

The University of Calgary psychiatry residency training program invites other programs to join in its annual holiday charity initiative, *Call for a Cause*.

For the third year running, psychiatry resident physicians will be choosing to contribute call stipends from one shift in December towards a selected "cause," with the aim of developing philanthropy and recognizing the privilege of our professional work.

In its first year, resident and staff physicians donated \$4,033.66 to the Calgary Homeless Foundation to support their efforts to end homelessness in Calgary. Last year, the Alex received \$2,857.27 for their diverse programs for "Calgarians in need," including Pathways to Housing and the Alex Community Health Bus.

Help these resident physicians make this year their most successful year yet!

U of C Psychiatry resident physicians are soliciting participation from any interested residency programs. For more details, please contact Dr. Eric Fung at eyhfung@gmail.com.

7. Movember: Calling Dr. Stash!

In addition to **PARA**'s support for the Run For the Cure during October and the Mother's Day Walk and Run in May, **PARA** is also committed to supporting the Movember experience. Send us your Stash photos and **PARA**'s favourite will be awarded Dr. Stash of the Year; **PARA** will donate an additional \$100 on behalf of the Dr. Stash winner. In addition, Dr. Stash will receive a pair of movie tickets and recognition in the **PARAdoc**, **PARA**'s semi-annual publication. Good luck to all the Dr. Stash candidates!

Last year's Dr. Stash Tom Gonder
Ophthalmology, University of Calgary
Show of Handsome!?!)



8. Foothills Hospital - Resident Physician Lounge Focus Group: call for volunteers

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. A focus group will be organized to distill how resident physicians feel about the current space provided: is it being used?; does it successfully meet your needs?; etc. Further, resident physicians interested in participating will get a chance to work with **PARA** and FHH site medical staff by contributing their thoughts on what an ideal lounge space could look like.

If you have any questions or would like to participate and share your thoughts, please contact the **PARA** office at para-ab@shawbiz.ca.

9. Call for Nominations

▪ **PARA** Executive Nominations

PARA will be accepting nominations for the 2012/2013 Executive from now until January 15, 2012. 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 fulfil 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>

Elections for positions on the Executive Committee shall be held 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>.
- If there is more than one nominee for a position, 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 ballots will be tabulated by survey software. The candidate with the most votes for each position will be the "Director Elect" for that position. The names of the Directors Elect shall then be posted in the next communiqué to the membership. The new executive will take office July 1st.
- In cases of electoral dispute, a ruling shall be made by the Past President who shall act as the Chief Returning Officer, unless he/she is running for another executive position, in which case, the President shall take on this role.

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>.

▪ CMA Young Leaders Awards



Every year, CMA Young Leaders Awards are presented to a medical student, resident physician, and early career physician. The awards are intended to celebrate the efforts of young physician leaders who have demonstrated

exemplary dedication, commitment, and leadership in one or more of the following domains: political, clinical, education, research, and community service.

Deadline: **November 30, 2011**

For more detailed criteria and nomination forms, visit <http://prismadmin.cma.ca/young-leaders-award>.

- CAIR Awards

Dr. Derek Puddester CAIR Award for Resident Well-Being

This award honours those who have contributed to improving resident physician well-being in Canada. For several years, Dr. Derek Puddester was a member of the CAIR Board of Directors and served as CAIR President where he represented the well-being of all resident physicians in Canada. His efforts re-focused CAIR's role in resident physician well-being and the Board has created this award in honour of his achievements.



Dr. Joseph Mikhael CAIR Award for Medical Education

This award honours those who have contributed to improving undergraduate and postgraduate medical education in Canada. For several years, Dr. Joseph Mikhael was a member of the CAIR Board of Directors where he worked tirelessly to represent the interests of all resident physicians in Canada. His efforts re-focused CAIR's role in medical education and the Board has created this award in honour of his achievements.

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. For several years, Lois Ross served as Executive Director of CAIR and PAIRO where she worked tirelessly to represent the interests of all resident physicians in Canada. In recognition of her countless contributions to resident life in Canada, the Board has created this award in honour of her achievements.

Deadline: **December 1, 2011**

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

10. Upcoming Events

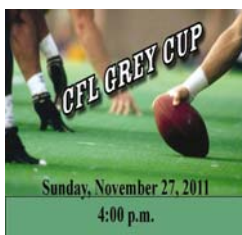
- **PARA Board Meeting and AGM**

Date: Monday, November 7, 2011
 Location: Hotel Alma, 169 University Gate NW, Calgary (Tel. (403) 220-3203)
 Time: 12:00 – 4:30 PM: Board Meeting
 4:30 – 5:30 PM: AGM – All members welcome.
 Lunch will be available starting at 11:30 AM.
RSVP to para-ab@shawbiz.ca by November 2.



- **PARA Yoga Afternoon**

Date: Saturday, November 19
 Location: Yoga Shala (1509 – 19 Street NW)
 Time: 2:30 – 4:00 PM
 Class maximum: 20.
 To register, please **RSVP** to para-ab@shawbiz.ca by **Thursday, November 17**.



- **PARA Grey Cup Beer 'n Nacho Night**

Date: Sunday, November 27
 Location: Blind Monk (918 - 12 Avenue SW)
 Time: 4:00 PM
 Hospital ID is required
 To add your name (& that of your guest without hospital ID), contact PARA at para-ab@shawbiz.ca by **Thursday, November 24**.

- **PARA Leadership Weekend – Calgary**

PARA is excited to announce our Sixth Annual Leadership Conference, presented by the Schumacher Research and Leadership Group.

Date: Saturday, November 26 (8 AM – 5 PM) with a networking reception that evening
Sunday, November 27 (8 AM – 3 PM)

Location: Gowling Lafleur Henderson LLP
Barristers & Solicitors
1400 Scotia Centre
700 – 2nd Street SW
Calgary, Alberta

Details: Shared accommodation will be arranged and accommodation and travel expenses will be reimbursed. Let us know about any special dietary needs you may have (eg. Celiac, vegetarian, etc.)

Focus of Conference:

- Leadership
- Grassroots & government advocacy
- Crucial conversations & confrontations that every leader must have
- Crisis management
- Being effective in meetings
- Public speaking

To view the conference agenda, visit <http://www.para-ab.ca/news/events/para-workshops-and-seminars>.

PARA resident physicians (that's you!) are welcome to attend. There are a limited number of spaces available; to qualify for one of the spots, please send a one-page submission detailing both your past leadership experience and your interest in the opportunity to para-ab@shawbiz.ca before **Friday, November 4**.

- **FMWC Meet & Mingle**

Date: Friday, November 18, 2011

Location: Address disclosed upon RSVP

Time: 5:30 – 8:30 PM

Description: The Federation of Medical Women of Canada is hosting a meet & mingle. Dr. A. Mamen has generously offered to host this event at her home. This informal get-together is a great opportunity for students and professionals to connect; feel free to drop by any time during the event.

RSVP with your name and phone number to mccha@ucalgary.ca by November 10.



- **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=18575511347>. Feedback on the site is welcome.

11. 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 62,000 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.

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.

*** 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.**



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

Dr. Kathryn Kenny, Obstetrics & Gynecology, PGY 3, University of Calgary



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

"Kathy is a wonderful senior resident to work with - she shares the workload while ensuring that you are getting the learning you need. She is also quick to help out and volunteered to take on the difficult

task of organizing our annual resident retreat this year. Despite being the mother of twins, she still manages to find time to balance her work and family commitments and comes to work with a smile every day. Our program looks to her for her resilience and strength.”

For this and previous months' Resident Physician of the Month announcement, visit **PARA** online 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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