

"Innovation — Excellence — Patient Care — Scholarship — Education Leadership — Mentorship — Technology"



M E S S A G E F R O M T H E F I N A N C E T E A M

The fiscal year is coming to an end as of March 31, 2019 and the DoM Finance Team is processing the 2018/2019 year end close out and final reporting while initiating the commencement of the 2019/2020 fiscal year. The DoM Operating and AMHSP budgets are projecting to come in just under their approved budgets (forecasting to close 1.73 % and 0.59% below budget respectively).

The Department's recent success reaching its budget targets is in no small part thanks to the continued efforts demonstrated by the Department's clinical/academic administrative team across all sites who have done an admirable job limiting office expenses. As a result of these efforts, I am proud to announce the Department has reached the cost containment goals outlined by Medical Affairs without impacting patient care.

This is also a reminder to all administrative staff and physicians that we are still implementing cost containment strategy until the end of the fiscal year (March 31, 2019). All expenses not directly related to patient care are prohibited.



Craig Day,
Senior Financial Consultant

PSB RATE INCREASE

The AMA, Alberta Health and Alberta Health Services have agreed upon a Physician Services Budget (PSB) rate increase for the 2017/2018 fiscal. A rate increase has also been agreed upon for the 2018/2019 fiscal year. Both of these increases will result in a one-time payout to all physicians that registered FTE in these fiscal years. This payout will be adjusted by the FTE worked in 2017/2018 and 2018/2019. This PSB rate increase will also increase the quarterly off-grid remuneration of all ISA contracts moving forward.

CONTRACTS

The Department of Medicine still has many outstanding contracts, including University of Calgary appointments. Alberta Health Services cannot pay physicians until contracts have been fully signed. Leaving University appointments unsigned can have many consequences, including the revocation of University credentials and denial for promotions.

Please watch for an email to your physician(s) from Brandy Schreyer or Blake Farion regarding any outstanding contracts. If you believe that your physician has a contract that still needs to be signed, reach out to Brandy at Brandy.Schreyer@ahs.ca or Blake at Blake.Farion@ahs.ca to confirm.

SHADOW BILLING

The third quarter (January 2018 – September 2018) Shadow Billing reports will be emailed to physicians during the months of March and April. If there are any questions regarding the Shadow Billing report or the Shadow Billing process, please email me at Craig.Day@ahs.ca.

This is also a gentle reminder to submit your physicians' Q4 (October 1 – December 31, 2018) billing to their billing clerk as soon as possible as the full year (January 1 to December 31, 2018) Shadow Billing Report will be generated April 20th, 2019. Any billings submitted to AHS after April 20th will not be included in the end of year Report.

ANNOUNCEMENTS



DR. DIANNE MOSHER

Vice Dean, Strategic Partnerships and Community Engagement

The Department of Medicine is pleased to announce that **Dr. Dianne Mosher** has been appointed as the new **Vice Dean of Strategic Partnerships and Community Engagement**

(SPACE) in the Cumming School of Medicine, University of Calgary.

Please join us in congratulating Dr. Mosher on her new appointment!



DR. ANSHULA AMBASTA

**Associate Medical Director, Health Analytics and Safety
Chair, Medical Services Clinical Safety Committee**

The Department of Medicine is pleased to announce the appointment of **Dr. Anshula Ambasta** as the

Associate Medical Director of Health Analytics and Safety, and Chair of the Medical Services Clinical Safety Committee, effective April 1, 2019.

The DoM recognizes the need for mentorship in leadership positions, and Dr. Ambasta's appointment is part of a Departmental pilot project to formally provide "**Mentorship in Leadership**" opportunities to more junior colleagues. The intent is for early career physicians with a strong interest in developing leadership skills to be paired with a senior leader within the Department. An expectation of the person appointed to these Associate Director roles will be to act as a partner and mentee (leadership, research and program development) with the currently established Departmental leader. In this case, Dr. Ambasta will work with Dr. Ward Flemons, current Vice Chair of Health Analytics and Safety, to assist in enhancing this important portfolio.

Please join us in congratulating Dr. Ambasta on her new roles with the Department of Medicine!



SHELLY-ANN DOUSE

Manager, UCMG

The Department of Medicine is pleased to announce that **Shelly-Ann Douse** has joined the University of Calgary Medical Group (UCMG) as the new **Manager, UCMG** effective February 25, 2019.

Shelly is a recent graduate of the University of Calgary's MBA program and is a designated accountant with over 15 years of experience in financial reporting and analysis, budgeting, audit and compliance. She has held roles in a variety of industries including sports organizations, banking, civil service, transportation and post-secondary. She comes to the UCMG from Research Services where she worked for almost four years as the senior compliance analyst responsible for report writing, financial reporting, budget development, risk mitigation and process review. Shelly's enthusiasm, leadership and auditing experience will make her an excellent addition to the UCMG team.

Please join us in congratulating Shelly on her new role.

IMPORTANT DATES

- DoM Vacation Planner due 15 March 2019
- Fiscal Year End: 31 March 2019
- [Cannabis Update 2019](#)
April 24, 2019
- [36th Annual Calgary Therapeutics Course](#)
April 25-26, 2019
- Mandatory Training:
 - Respect in the Workplace
May 31, 2019
- [Physician Learning Institute: Crucial Conversations](#)
June 20-21, 2019
- Mandatory Training:
 - Indigenous Peoples in Alberta
October 31, 2019

NEW LOCATION: OADR GRANT DEVELOPMENT TEAM

The Office of the Associate Dean Research (OADR) Grant Development Team has moved! You can now find the Team at their new locations:

Jenna Slobozian: HSC G351A
Ryan Gabel: HSC G351B
Clint Westergard: HSC G351B

MEMBERS AREA: DoM WEBSITE

The Members Area of the DoM Website is a confidential and secure environment that contains information on:

- Peer Support Team
- Resources:
 - Benefits
 - Leave of Absence
 - Pager Maintenance
 - Promotions
 - Sabbaticals
 - Tools, Applications, & Services
- Recruitment Guide for Section Chiefs

Password: DEPTmed18

RESIDENCY PROGRAM ACCREDITATION

What DoM Members should know about residency program accreditation

During 2019, our PGME Office will co-ordinate Internal Reviews of its ~65 residency programs.

Reviews include:

- completion of an Internal Review Questionnaires
- selected document reviews by the surveyors
- a series of interviews
- completion of a report

The reviewers (surveyors) will be local experienced medical educators (often former Program Directors). There are usually 2 (primary and secondary) with the primary most responsible for the report. A resident from another program may join the faculty and provide input into the final report. Sometimes other observers are present (e.g. from the Royal College or from international faculties).

Like the transformation to Competency by Design, the accreditation process and standards have been revised.

Revised Standards: <http://www.canrac.ca/canrac/general-standards-e>

What teaching faculty should be aware of:

- the availability of Continuing Professional Development (lots of presentations on CBD these days)
- Entrustable Professional Activities (EPAs) and Milestones relevant to their learners
- the responsibility to:
 - provide excellent patient care, supervision, and training
 - foster a safe and positive learning environment
 - align teaching to the resident's stage of learning
 - the hidden curriculum and how to mitigate against it
 - expectations of residents and objectives of training
 - the need for timely, meaningful, and in-person feedback
 - the need to complete evaluations in a timely fashion
 - be aware of and reflective of feedback from learners

Our Department is fortunate to have outstanding teachers and educational leads. Nonetheless, it's a busy year for our Programs and anything we can do to help is greatly appreciated.

Cheers,

Jeffrey P Schaefer, MD FRCPC
PGME Accreditation Committee / RC Surveyor

AWARDS & RECOGNITION

The results from the **2019 Helios UCMG Post-Fellowship Awards** have been released. The Department of Medicine is pleased to announce that **seven (7) final year Residents in the Department** have been awarded funding.

Please join us in congratulating the following Internal Medicine Residents on their achievements:

- **Dr. Michael Bosch**
General Internal Medicine
- **Dr. May Choi**
Rheumatology
- **Dr. John Lam**
Infectious Diseases
- **Dr. Rachel Lim**
Respiratory Medicine
- **Dr. Adam Papini**
Nephrology
- **Dr. Daniel Vis**
Respiratory Medicine
- **Dr. Jillian Walsh**
General Internal Medicine

2019 Biomedical Research Grants – Kidney Foundation of Canada (KFOC)

We are pleased to announce that **Dr. Daniel Muruve** and **Dr. Pietro Ravani** have received KFOC Biomedical Research Grants for their projects.



Dr. Daniel Muruve

Project: *Renal immune surveillance and its role in kidney inflammation.*



Dr. Pietro Ravani

Project: *Individualizing the hemodialysis access strategy: addressing knowledge gaps to promote shared decision-making.*

Please join us in congratulating Drs. Muruve and Ravani!

DOM INDIGENOUS HEALTH PEPAREDNESS TO PRACTICE SURVEY

Dear Members in the Department of Medicine,

To support the development of educational and clinical activities to ensure Department of Medicine members and trainees provide high quality care to Indigenous patients, we are conducting an annual survey to understand your perceived knowledge and skills in Indigenous Health. The survey will take approximately 5 minutes to complete and is anonymous. You will be asked to create a unique identifier to be able to link your responses in future years.

You may contact Dr. Cheryl Barnabe at ccbarnab@ucalgary.ca for further information about this study, which has been approved by the University of Calgary Conjoint Health Research Ethics Board (REB17_1160).

To complete the consent form and the survey, please click on this link:

[DoM Indigenous Health Preparedness to Practice Survey](#)

Thank you in advance for your participation,

Dr. Cheryl Barnabe
Vice-Chair, Indigenous Health, Department of Medicine
University of Calgary

DID YOU KNOW?

Do you have a Library Card with Calgary Public Library? If so, you can access thousands of expert-led, short online video tutorials and courses for FREE on **Lynda.com**!

Lynda.com offers a wide range of tutorials and courses on business skills, web design, photography, home and office software including Microsoft Office and Adobe Creative Suite, graphic design, media, and much more!

Log in [here](#) with your Library Card to get started!

<https://www.lynda.com/portal/sip?org=calgarylibrary.ca>

Don't have a Library Card yet? Getting one is simple, easy, and free! [Register online](#) or visit any [Calgary Public Library location](#) to get your free Library card.

Don't live in Calgary? Read the Calgary Public Library's [FAQs](#) on how you, too, can access the Library's resources.

MANDATORY TRAINING

INDIGENOUS PEOPLES IN ALBERTA: INTRODUCTION

All Department Members, including staff and physicians, are required to complete the Indigenous Peoples in Alberta: Introduction course by **October 31, 2019**.

To register for the Indigenous Peoples in Alberta Training:

- Log in to mylearninglink.albertahealthservices.ca
- Click on 'Courses & Registration' in the left-hand sidebar
- Type 'Indigenous' in the search term field, and hit enter (or click the 'Search' button)
- Select 'Indigenous Peoples in Alberta: Introduction' and click the green 'Register' button.

All DoM Members are strongly encouraged to also complete the Indigenous Awareness and Sensitivity Certificate Program (seven online courses – 30 minutes each)

RESPECT IN THE WORKPLACE

In an effort to help every member of the DOM support a respectful working environment, we require that all Department Members complete either the University of Calgary or Alberta Health Services Respect in the Workplace online training program (see links below) by **May 1, 2019**. You will be required to provide your Section/Division Head or Admin Manager with the completion certificate at your 2019 Annual Review.

To register for the Alberta Health Services Respect in the Workplace Online Training:

- Log in to mylearninglink.albertahealthservices.ca
- Click on 'Courses & Registration' in the left-hand sidebar
- Type 'Respect' in the search term field, and hit enter (or click the 'Search' button)
- Select 'Respect in the Workplace' and click the green 'Register' button.

To register for the University of Calgary Respect in the Workplace Online Training Program:

- http://www.ucalgary.ca/hr/respect_workplace_program#quickset-field_collection_quicktabs_2

Follow the DoM on Twitter: @CalDomMed 

Medical Staff Orientation Session

For all physicians working within the Calgary Zone with probationary privileges

An opportunity to improve your clinical practice and to learn more about AHS as an organization

Helpful tips to guide your way through your position

Mandatory for physicians with probationary privileges & required to move to active privileges

May 28, 2019
08:00 – 08:30
Registration
08:30 – 16:00
Orientation
*Lunch provided

Clara Christie
Theatre, Health
Sciences Centre
Foothills Campus
3330 Hospital Drive
NW, Calgary, AB
T2N 4N1

Register Online:
<https://bit.ly/2J1oHfr>
*spots are limited

Accredited Group Learning Activity. You may claim a max of 6.5 hours (automatically calculated)

Questions?
Contact
samantha.robby@ahs.ca

TDIMM/AMA SCHOLARSHIP

Are you an AMA member physician seeking additional training in a clinical area of recognized need in Alberta?

The AMA and TD Insurance Meloche Monnex (TDIMM) created the TDIMM/AMA Scholarship to help physicians meet Alberta's changing medical needs.

[Visit our website](#) for details on eligibility and to access the application form.

The application deadline is March 31, 2019.



InfoCare: Your source for privacy and information security matters at AHS.

COMMUNITY REHABILITATION DIRECTORY

Albertans, clinicians and physicians can now access the most up-to-date list of adult community rehabilitation services in their area, via the [Alberta Health Services \(AHS\) Community Rehabilitation Directory](#). This resource includes services in the community, outpatient clinics and other settings.

Community Rehabilitation services support patients and clients in maintaining or improving function, preventing illness and disability and improving overall quality of life. Visit the [AHS website](#) to learn more.

ALBERTA NETCARE eREFERRAL

Alberta Netcare eReferral is Alberta Health Services' first paperless referral system that allows physicians and clinical support staff to create, submit, track and manage referrals electronically. New specialties were added to eReferral Consult Request (i.e. requests for in-person appointments with specialists). eReferral Consult Request is available for the following specialties:

- General Surgery (Breast Health) – Calgary Zone
- Oncology – Breast Cancer - All Zones
- Oncology – Lung Cancer – All Zones
- Orthopaedic Surgery (Hip & Knee Joint Replacement) - All Zones
- **Pulmonary Medicine – Calgary Zone**
- Urology – Calgary Zone.

eReferral Advice Request (i.e. non-urgent questions answered by a specialist within five calendar days) are also available. For more information about eReferral, visit us [online](#) or email access.ereferral@ahs.ca.

To have an announcement or information included in an upcoming edition of the DoM Physician Newsletter, contact Angela Hunter: E: angela.hunter@ahs.ca | T: 403-944-2577

Connect Care



Why

We can provide more consistent, seamless healthcare to Albertans with better information.

more

What

The information you need, the healthcare you've imagined.

more

Who

It will bridge information between healthcare teams, patients - and the future.

more

How

By creating an information network that is fast, secure and readily available - anywhere.

more

When

It's happening now and rolling out in phases across AHS over the next five years.

more

Where

It will touch every location and program across AHS.

more

You

Want to learn more?

more

MENTORING SOMEONE WITH IMPOSTER SYNDROME

Excerpts from "Mentoring Someone with Imposter Syndrome" by W. Brad Johnson, PhD and David G. Smith, PhD.

How can you mentor someone suffering from imposter syndrome? It's hard to encourage someone's glaring talent, achievement, and creativity when it doesn't jibe with the mentee's self-perceptions of potential and performance. Here are several strategies for mentorship that can help.

- Normalize imposter feelings
- Empirically challenge negative self-talk
- Affirm, affirm, and affirm some more
- Deliberately counteract stereotype threat
- Share your own imposter stories
- Do *not* allow your mentee to give you all the credit.

Read the full article in the Harvard Business Review:

<https://hbr.org/2019/02/mentoring-someone-with-imposter-syndrome>

STAFF ANNOUNCEMENTS

WELCOME TO CARLA CAMAC



Carla Camac has joined the Internal Medicine Residency Program (IMRP) within the Department of Medicine as a Program Administrator.

Prior to joining the Department, Carla worked as a Program Administrator for the Anesthesiology, Perioperative & Pain Medicine Residency Program in the Department of Anesthesia, Alberta Health Services.

Please join us in welcoming her to the Department.

Life happens. Let us help.

Contact your Employee Assistance Program (EAP) for immediate, confidential help 24/7/365.

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PRIMARY HEALTH CARE INTEGRATION NETWORK: 3-YEAR PLAN OVERVIEW

Keeping Albertans well in their communities – on their terms



Who we are

Patients deserve the best care possible as close to home as possible. The Primary Health Care Integration Network, part of the Strategic Clinical Network™ family, is assisting health, social and community organizations across the province to become even more coordinated, so we can help all Albertans live their healthiest lives. We bring together people who are already doing groundbreaking integration work and research, and we share that promising work across the province.

Our plan

We have now published a three-year plan — our transformational road map — for further integration of health, social and community supports in Alberta.

Here are a few highlights of that plan:

Our areas of focus

System Foundation for Integration

Keeping Care in the
Community

Linking to Specialists
and Back

Transitioning from Home
to Hospital to Home

We will

1. Find and share leading practices to achieve integration across Alberta
2. Collaboratively seek solutions for current integration problems
3. Accelerate spread and scale of initiatives in order to achieve significant system improvement
4. Advance innovation to create the health neighbourhood



Learn more!

For more information on why integration matters and the activities we have planned for each area of focus, read our [Transformational Road Map](#).



Get involved

No matter who you are or where you work, if you are interested in integrating the health system in Alberta, we want to connect with you. PHC.IntegrationNetwork@ahs.ca