

Progress Notes

Watch for Tax Tips
in the next issue of Progress Notes

The Voice of the
Professional Association of Internes and Residents of Ontario

February 2005

President's message

by Danielle Martin

It's time to begin negotiations for a new contract!

The current PAIRO-OCOTH Agreement expires on March 31st, 2005. Your PAIRO reps are hard at work preparing to enter bargaining with the teaching hospitals—and we want to hear from you about what the priorities should be!

Our consultation process this year will be extensive. We have already conducted focus groups of the General Council (your elected representatives), and are handing out contract wish list cards during site visits. We are now putting together a Negotiations Advisory Group consisting of a small group of residents from diverse backgrounds that the team will consult with on an as-needed basis (see article on page 3).

Upcoming site visits

London

February 23rd, 12:00pm

Toronto

(a variety of dates and locations have been scheduled)

Thunder Bay

March 16th

Sudbury

May 27th

Watch your email for specific information as to times and room numbers.

Free food and refreshments!

We are also conducting a full on-line survey of the PAIRO membership—you may have already received an email directing you as to how to participate. Please take a moment to fill it out and help us understand how the current contract works for you and how it could be improved. (If you have not been receiving emails from PAIRO now is the time to make sure we have your preferred email address.) You should also feel free to send us an email anytime—we appreciate hearing from you! Input can be sent to paipro@paipro.org.

Resident Awareness Day Feb. 22nd:

Walk a kilometre in our shoes... is the theme for this year's RAD. Preparations are well underway and will include a media event held at Queen's Park. See page 2 for full details.

Local events will also take place in celebration of RAD. Be sure to sign up for myPAIRO, if you haven't already as that's where you'll find announcements for events taking place in your area. Contact the PAIRO office if you misplaced or did not receive your access code.

An update on limited licensure/restricted registration

The CPSO recently passed a "pilot project" permitting residents to apply for a restricted licence in Ontario. Unless the Deans amend their current positions, the policy is unfortunately unlikely to go anywhere, however, due to a provision that states that the Dean must

approve the licence in order for it to be granted. PAIRO has also expressed significant concerns with the policy's limitation on the right of residents to work under a limited licence where the time working under a limited licence together with the time worked under the PAIRO contract would exceed the maximum call maximums in the agreement. No such limitation exists in the eight other provinces permitting limited licensure. We have been working hard on this issue on your behalf! For a full update on limited licensure, visit our website at www.pairo.org.

Site visits: reaching out to Ontario's residents

We are now well into 2005 and site visits have been booked for all seven training sites in Ontario! These represent an opportunity for you as a resident to meet with PAIRO Executive and staff in your local hospital to talk about issues you face, ask questions, and learn more about your organization. Site visits have taken place in Ottawa, Hamilton and Kingston, and have now been booked in London, Thunder Bay, Sudbury and Toronto. We hope you will choose to attend your local site visit to meet us and talk about the issues that matter to all of us.



danielle_martin@paipro.org



Resident Awareness Day is Feb. 22nd

by Danielle Martin

Every year, all the residency associations across the country host Resident Awareness Day (RAD), an opportunity to showcase the important work that residents do for healthcare. This year, the PAIRO General Council decided that RAD should be focused on educating the public, elected officials and hospital administrators

about the role of residents in the healthcare system.

The theme we have chosen for RAD in Ontario is *Walk a kilometre in our shoes*. This is a play on the March 2004 study in CMAJ that showed that Peds ICU fellows walked an average of 6.3km per 24 hour shift. We want to use this as a way of illustrating how hard residents work and the contribution we make to healthcare.

them to wear it on RAD to see how far they walk compared to a resident. Activities will include a reception at Queen's Park on the evening of RAD where we will feed and water the MPPs and present whoever walked the farthest with a pair of PAIRO scrubs and "honorary resident" status. As well, members of the public will be encouraged to enter their 24 hour tally on www.pairo.org.

On the local level, many of your reps are participating by submitting articles to their local hospital newsletter or to the local papers, and handing out pedometers and information leaflets to residents and non-residents alike. We see RAD as a chance to help the public and the hospitals understand the value of what we do, and we would welcome your ideas and input. If you are interested in participating in RAD this year, send us an email to paipro@paipro.org.



Over the coming week, we will be inviting MPPs, members of the media, hospital administrators and the public to "walk a day in our shoes" by giving them a PAIRO Pedometer and asking

Nominations needed ASAP!

For the **PAIRO Excellence in Clinical Teaching Awards (CTA)** and **PAIRO Resident Advocate Award (RAA)**

The CTA is an important part of PAIRO's recognition of the excellent teaching we get in our residency programs and the RAA goes to an individual who advocates on behalf of residents. Please nominate someone who you feel has had a positive impact on your training.

The nomination forms and criteria for the awards was sent out via email. If you deleted this message, please go to the PAIRO web links listed below:

<http://paipro.org/Content/Default.aspx?pg=1045> for Clinical Teaching Awards or <http://paipro.org/Content/Default.aspx?pg=1046> for PAIRO Resident Advocate Award

Do not delay in sending in your nominations and REMEMBER, the letter of support submitted with the nomination is the basis by which the Selection Committee will choose who will receive the Awards. So don't forget your letter(s) of support outlining why your nominee deserves to get the Award.

Deadline: nominations must be received in the PAIRO office by **Monday February 21st**.

Nominations can be mailed, emailed, faxed or dropped off at the PAIRO office.

Need to contact the PAIRO office?

You can reach us by phone, fax, email or post!

Professional Association of Internes and Residents of Ontario
1402-505 University Avenue
Toronto, ON
M5G 1X3

Tel: 416 979-1182
Toll Free: 1 877 979-1183
Fax: 416 595-9778
Email: paipro@paipro.org

Feel free to visit us in person as well. Our office hours are Monday to Friday, 8:30am to 4:30pm.

www.pairo.org

Negotiations Advisory Group

by Crispen Richards

Hi folks. As I'm sure I don't need to remind you, this is a bargaining year during which the PAIRO negotiating team will be sitting down with the Council of Academic Hospitals of Ontario (CAHO) to renegotiate our Collective Agreement. The bargaining process is a busy and time-consuming task but one that is necessary in order to ensure that we as residents in Ontario continue to be protected by a fair and appropriate Collective Agreement.

Our current agreement expires at the end of March. Consequently, the actual bargaining is set to begin shortly before that. As this can be a lengthy process that is at times unpredictable, often a new agreement is not finalized before the Fall or even later. (In case you were wondering, all of our previous Agreements have included clauses providing for retroactive adjustments in the event that we are to receive a salary increase.)

Your negotiations team is made up of several members of our executive as well as our chief negotiator, Steven Barrett (PAIRO's lawyer). Currently, we are well into the preparation stages. The team's work to date has included soliciting input from the PAIRO General Council (i.e., your elected representatives) and they, in turn, have

been looking to our general membership for direction on various issues. We have also undertaken the task of creating a Negotiations Advisory Group of our members designed to be representative of our population as a whole and to provide further input during the preparation stages (and, if needed, during the bargaining process itself). Finally, the negotiations team has been in the process of drafting a survey to go out to each and every one of our members to aid in the bargaining process.

So this is where you come in! We are again looking for your input for the purposes of creating and prioritizing our list of requests. Remember, good preparation is the key to ensuring the best possible returns for all of our hard work. When you receive the negotiations survey (in which you will be asked several questions about our current

How do I apply for the Negotiation Advisory Group?

If you would like to submit your name for participation on the Negotiations Advisory Committee, email PAIRO by Thursday March 3rd at 4:00 pm. Ensure that your email includes your name, program, PGY level, and centre; along with a short explanation of who you are and why you would like to participate (*250 word maximum*).

working conditions and what things are in need of improvement), I strongly urge you to take the time to send us your thoughts.

To recap, you have three ways to get involved in the bargaining process this year. You can speak directly with one of your elected General Council representatives (as always), volunteer for the Advisory Group and participate in the pre-negotiations survey. I strongly advise you to consider all three but please, at the very least, be sure to fill out the survey. We need your help!

Contract capsule

Meal Amounts

Make sure you submit your claims - they can amount to a significant sum over the course of a year. This includes home call if you are required to stay in hospital for four (4) hours or more.

17.1 A resident who is required to remain in the hospital during scheduled duty periods over and above his or her regular hours shall be entitled to a meal amount during such additional duty periods on the basis of three (3) meal amounts for each twenty-four (24) hour period and two (2) meal amounts for each period of twelve (12) hours or more and less than twenty-four (24) hours and, one (1) meal amount for each period less than twelve (12) hours but at least four (4) hours. Such meal amounts shall be at the rate of \$8.25 (effective January 1, 2003).

Protective Equipment & Clothing

19.11 The hospital will make available appropriate protective equipment and clothing where circumstances warrant.

Parking

20.7 It is agreed that when internes and residents are required to travel between hospitals in the course of their clinical duties, then the interne or resident will be reimbursed for the cost of the parking associated with the time spent at the second or subsequent hospital, provided the distance between hospitals exceeds one (1) kilometre.

PAIRO negotiations survey

The PAIRO Negotiations Membership Survey will soon be up & running. In fact, you may have already received information on how to access this web-based survey.

If you did not received notification of this issue of Progress Notes via email, please notify the PAIRO office of your current/preferred email address.

Coming soon... Resident Well-Being Half-Days!

by Kim Gilmour and Darlene Kitty

Every year, each site holds various activities to promote Resident Well-Being. As residents, we have very busy schedules and have little time to slow down and take a deep breath. Well you will soon be able to relax for RWB Half-Days, as your site's activities are now being planned and organized.

Last year, most centres enjoyed listening to Dr. Derek Puddester and other presenters speak on stress management, lifestyle and related topics. This year, Resident Well-Being Committee reps are once again helping to organize interesting events, with a "do-your-own-thing" theme for each site. So far, ideas include fascinating speakers, barbecues in the park and coffee houses, with resident musicians.

PAIRO Resident Well-Being Half-Days

Ottawa: Wednesday May 4th

McMaster: Wednesday May 4th

Western: Wednesday May 25th


Queens: Thursday May 26th

Sudbury: Thursday May 26th

Toronto: Thursday May 26th
(to be confirmed)

Stay tuned for updates on the specifics, but be sure to come out, RELAX with your fellow residents and enjoy some great FOOD and activities. If you'd like to get involved in planning your site's Half-Day, contact one of your GC reps, or contact Sylvia Law at the PAIRO office at sylvia_law@pairo.org.

Remember, residents are to be excused from clinical duties to attend this event, so be sure to put it in your palm!



When you need to talk...
When you need help...
We're here 24 hours a day.

PAIRO 24HR
toll free
HELPLINE
1 866 HELP DOC

Essentials

Essentials is your access to up to \$5,000 per month Disability Income insurance, \$5,000 per month Professional Overhead Expense insurance and \$100,000 Life insurance with NO EVIDENCE OF GOOD HEALTH REQUIRED.

For more information, visit www.pairo.org, where you'll find a link on the home page to Essentials for PAIRO members.

You can also contact Brenda Hinton at the PAIRO office at 1 877 979-1183 or by email at brenda_hinton@pairo.org

IT'S NOON...
you're not the only doctor in the house.



In the morning, new patients should be for the new team.

Ensure contact information for the appropriate resident/staff taking over your patients.

Prepare the notes required for a successful and thorough handover.

What goes around comes around. Take over the responsibilities of your post-call colleague patients.

HAND OVER YOUR PAGER!!!
Don't worry, you'll get it back tomorrow.

PAIRO

You moved how long ago and still don't have a family doctor???



PAIRO has a roster of family doctors available to treat residents.

Contact the PAIRO office for one in your area.

▶ PAIRO visits Queen's

by Shelby Haque

"What do you want to see in our new contract?," asked Danielle Martin, PAIRO President, to a crowd of 30 at the Kingston General Hospital on January 18th.

Martin visited Queen's University as part of an annual tour of the teaching centres across Ontario. This year's visit was especially important because of upcoming contract negotiations in March.

Discussions focused on a variety of topics ranging from salary increases and on-call conditions to resident wellbeing and limited licensure.

"Eight out of ten provinces allow residents to practise under limited licensure but Ontario isn't one of them," Martin informed the crowd.

Commonly known as "moonlighting," limited licensure has been high on PAIRO's priority list of issues.

According to Martin, moonlighting helps under-served communities while giving residents supplemental income to manage increasing debt loads.

One resident asked whether limited licensure contradicted the current 1-in-4 on-call maximum.

"One-in-four is the maximum a program can demand of a resident; what a resident does with his or her own time is up to them," Martin responded. As professionals, resi-

dents can be entrusted with deciding when extra shifts threaten patient safety or educational goals. Ontario's Post-Graduate Deans have unanimously opposed limited licensure, arguing it harms resident education.

Rhonda Trowell, PAIRO staff and member of the visiting delegation, reminded Queen's residents of upcoming accreditation of pro-

grams taking place in October. Since it is taking place so early in the academic year, questionnaires for the pre-accreditation survey will be mailed out during the spring before residents leave.

"On-site accreditation happens only once every six years. Here is a huge opportunity to make program improvements for you and your fellow residents," Trowell said.

▶ Toronto social

by Jordana Sheps

On Thursday, January 27th we had the first of what will be monthly *Fluid and Electrolyte Rounds* at the Madison Pub in Toronto. The event (and especially the snacks and drinks) were enjoyed by all those who attended.

If you missed out on this opportunity to socialize with residents from a wide variety of programs, no need to worry, the next *Fluid and Electrolyte Rounds* will be held on Tuesday, February 22, 2005 to mark Resident Awareness Day. After that the event will switch back to its originally scheduled time of the last Thursday of the month. Looking forward to seeing you all on the 22nd.



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*Your comments and submissions are always welcome.
Please send them to:*

progressnotes@pairo.org



▶ PAIRO RPP Interviews

More dates have been scheduled for upcoming Resident Placement Program interviews. Please see the box below for dates.

We will also be holding **Life after Residency**, an information night for Toronto residents at the PAIRO office.

If you would like to schedule an interview or if you are a Toronto resident interested in attending the information session, please email Charlotte Kirby at rpp@pairo.org.

Upcoming RPP Interview Dates

McMaster
March 2nd and 3rd

Queen's
March 9th and 10th

Ottawa
March 16th and 17th

Find a Home for your Career.



Connecting New Doctors and Communities

Contact us for an interview at:
1-877-979-1183 or rpp@pairo.org,
www.pairo.org



▶ myPAIRO: join a rapidly growing community

We are pleased to announce that myPAIRO, the member-only section of the PAIRO web site has been growing steadily in population since it's launch in late December.

If you haven't registered for myPAIRO, you're missing out on accessing local news and events plus other features such as additional local pages, a discussion forum, and even classified ads. That's right, you can advertise for free on myPAIRO!

In December you should have received information on how to register for myPAIRO along with the last issue of Progress Notes. If you did not receive either, please contact the PAIRO office to update your address and get your access code.

Health Professionals Recruitment Tour Dates

Make sure to mark your calendar with the dates of the 2005 Health Professionals Recruitment Tour:

Ottawa: September 25th
Kingston: September 26th
Hamilton: September 27th
London: September 28th
Toronto: September 29th

Locations and times will be announced soon!

If you would like more information on myPAIRO or have any suggestions on content you would like to see added to the web site, please contact Laurie Barnett at webadmin@pairo.org.

Dust off your clubs...
for PAIRO's First Annual Charity
Golf Tourney!



Saturday May 14th, 2005
details coming soon

Proceeds go to the
**Canadian Cancer
Society**

www.pairo.org