

Progress Notes

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

Winter 2004

Introducing...a dues holiday

by Herbert Brill, PAIRO Treasurer

Ah, May. The perfect month. Winter is gone, spring is in full bloom.

The leaves are starting to grow back on the trees. The sun shines. Every day is warmer than the previous one.

More importantly, your tax return is in. Your refund is received.

But, the deductions are still coming off your pay—taxes, CPP, EI, etc. What better time to get a break on your PAIRO dues?

At the last meeting of the PAIRO General Council on January 9, the residents who represent you at Council voted to enact a Dues Holiday for May, 2004.

PAIRO collects 2% of all residents' salary, deducted by the hospital paymaster. This represents the overwhelming majority of PAIRO's resources, and the PAIRO Office Staff and your resident representatives take spending that money very seriously.

The budget is in excellent shape and we've determined that we will have an operating surplus this year. As a result, a decision was made by the General Council not to collect dues for the month of May, which is also the last month of the PAIRO Financial Year. That means your pay will be higher in May!

Over the coming months, PAIRO will be working with the hospital paymasters to ensure that dues are not collected during the pay-days of the month of May. However, since PAIRO dues are deducted before income tax is calculated you will also have slightly higher taxes deducted for the month of May.

Enjoy your Dues Holiday. You've earned it!

(Comments or questions? Feel free to call the PAIRO Office at 1-877-979-1183 or e-mail Herb at herbert_brill@paio.org)

Nominations Required ASAP!

For the
PAIRO Excellence in Clinical Teaching Awards
and
PAIRO Resident Advocate Award

These awards are an important part of PAIRO's recognition of the excellent teaching we get in our residency programs and of those who advocate on behalf of residents. Please consider your clinical teachers and 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 (unless we had no email address for you). If you require the information to be resent to you please contact the PAIRO office.

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: Monday February 23rd-nominations can be mailed, emailed, faxed or dropped off at the PAIRO office.

▶ President's message

Around January people are busy making and breaking New Year's resolutions. At PAIRO January is the mid-term of our Executive and General Council and it's the time where we look back at our earlier resolutions and see how we're going to continue striving towards them.

While our membership is confined to residents, PAIRO has long acted as the voice of new physicians first entering practise. In this capacity we have been very involved in dealing with the province-wide physician shortage and in particular the chronic shortages of physicians in rural and remote areas of Ontario. Part of our motivation is altruistic--working for improved healthcare for disadvantaged communities. Part of it is to implement positive solutions to physician supply and distribution problems to forestall simplistic, coercive band-aids such as billing number restric-

tions, fee discounts for new doctors and mandatory return of service. (All were "solutions" government tried to enact in the 1990's.) And part of it is to give our members the widest range of practice possibilities to choose from when they graduate.

To this end we were a founding member of the Negotiating Ontario's Wellbeing (NOW) Alliance. With PAIRO's help, NOW is a combined community and physician group which is putting pressure on both the government and the Ontario Medical Association to implement a positive incentive-based approach to dealing with physician shortages. You'll be hearing more from NOW as OMA and Government negotiations heat up, and be sure to check out pages 4 and 5 for more in-depth NOW Alliance coverage.

While we are always busy with contract enforcement, our resident placement program, helping residents in need, and representing residents throughout the medical and other communities; the priorities for the next couple of months include:

Accreditation is coming up this Spring to the University of Ottawa and PAIRO will ensure that the resident surveyors from the RCPSC and CFPC will know the thoughts of residents.

Part of advocating for residents entails making people aware of what a resident does. **Resident Awareness Day** takes place on April 20th this year, and we're gearing up for the largest RAD ever--picking up from last year's plans which were disrupted by SARS.

Around the same time as Resident Awareness Day, PAIRO will be sponsoring the **Resident Well-being Half Days** with an expert speaker on physician health, Dr. Derek Puddester, visiting all training centres with a customized program.

After RAD and the Resident Well-being Half Days, we head into May where all paying PAIRO members will have a **dues free month**. We will have an operating surplus this year and as our General Council has recently decided, we are going to return the excess to our members.

There are a lot more things in the works, and we'll get the news out to you as the second half of the 2003-04 academic year progresses. Until then we're going to try to fulfill our outstanding identified goals.



michael_curry@paio.org

So what happened to the Save the Trees Campaign?

Last issue we announced that Progress Notes was going paperless. Unfortunately, we discovered that a large number of you did not receive your paperless Progress Notes due to one of a number of reasons: mailboxes too full, outdated email addresses, firewalls, etc. As a result, we will be going back to both a printed and electronic version of Progress Notes, but for this issue, everyone will be receiving a printed version, on recycled paper, of course. If you would like to receive future issues of Progress Notes and other PAIRO correspondence via email, please let us know at pnbyemail@paio.org so we can update our database accordingly.

Progress Notes

is published by the **Professional Association of Internes and Residents of Ontario**

Editors: Adam Natsheh and Tammy Leon
Administration and Layout: Laurie Barnett

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

progressnotes@paio.org

Separating facts from myth: the common PGY 1 year

A national committee has been established to look at a common PGY1 year and there is currently some agreement to pursue it further. This could have implications for career choice/flexibility/generalism/licensure. We will keep you all posted of any developments. In the meantime, to dispel some rumours:

MYTH: A common PGY1 Year will mean longer training

FACT: CAIR has stated emphatically that this would be unacceptable—any model must not lengthen training

MYTH: We are going back to the Rotating Internship

FACT: Everyone agrees this is an unacceptable model, especially for family medicine

MYTH: A common PGY1 year will make training more restrictive

FACT: The goal is to delay career choice and facilitate resident transfers, making training more flexible

MYTH: A common PGY1 year is all about moonlighting or limited licensure

FACT: There is a possibility that it may facilitate some kind of added licensure for residents but is not the purpose

MYTH: Residents have little say in the matter

FACT: The CAIR Past President is the Co-Chair of the national committee and in addition we have a CAIR representative on the committee.

CaRMS 2nd round

The CaRMS second round match allows current Ontario residents to try to change programs. Last year, the PG Deans committed themselves to allow residents out of their contracts with their current programs if they are successful in getting matched to a second round match position. As well, the Deans have agreed that if you are unsuccessful they will ensure that your position in your current program remains open to you. As a result, residents applying to the second iteration should feel comfortable in signing their letter of appointment in their current program.

University of Ottawa: accreditation

From April 18th-23rd 2004, the RCPSC and CFPC will be conducting on-site accreditation of all programs affiliated with the University of Ottawa, including the Sudbury programs.

As part of this process, the Canadian Association of Internes and Residents conducts an anonymous pre-accreditation survey of all the residents via PAIRO. This survey is being conducted by email and you should have already received your notice to complete the survey. If you have not received a notice, please contact the PAIRO office immediately. If you have received it, but have not completed the survey, please do so now.

Resident opinion about the program is absolutely vital in this process. The RCPSC survey pre-survey must achieve a 50% response rate and the CFPC pre-survey a 60% response rate. The identification of problem areas within programs allows the survey team to address them with programs directors and others.

The accreditation process is your greatest opportunity to effect change in your program. Please participate in the survey now.

Need to contact the PAIRO office?

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

Professional Association of
Internes and Residents
of Ontario
505 University Avenue
Suite 1402
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.

Comments?

Please send them to progressnotes@paipro.org

NOW Alliance (Negotiating for Ontario's Well-Being)

On January 15, 2004 the NOW Alliance launched it's The 2004 Rural Health Action Program at a press conference.

At that press conference the NOW Alliance co-chairs (including PAIRO's Past President Joe Mikhael and legal counsel Steven Barrett) called on both the Ontario Government and the Ontario Medical Association to include new provisions in their 2004 Collective Agreement that will get and keep family doctors in 118 municipalities which are short 665 family doctors (nb. In 1996, 68 municipalities required 100 doctors).

The NOW Alliance represents a unique partnership of community, municipal, educator and physician organizations committed to improving physician recruitment and retention. Created in 1999, the group prepared a 12 point action plan urging the Provincial Government and the Ontario Medical Association to implement key initiatives to address the physician resource challenge in under-served Ontario.

The NOW Alliance includes 11 founding members:

- Association of Municipalities of Ontario
- Chatham Kent Health Alliance
- Federation of Northern Ontario Municipalities
- Northwestern Ontario Associated Chambers of Commerce
- Northwestern Ontario Municipal Association
- Ontario College of Family Physicians
- Ontario Medical Association - Section on Rural Practice
- Ontario Region of the Society of Rural Physicians of Canada
- Professional Association of Internes and Residents of Ontario
- Rural Ontario Medical Program
- Southwestern Ontario Rural Medicine, Education, Research and Development Unit

Faced with only limited progress since 1999, and the urgent need to implement concrete solutions to improve the supply and distribution of physicians in order to meet the needs of the underserved communities, the members of the Alliance met once again and developed the 2004 Rural Health Action Plan.

During the NOW Alliance press conference Mr. Richard Adams, Parry Sound Councillor and Vice President of AMO, the Association of Municipalities of Ontario said, "Both the consumers and providers of health care are saying with one voice today that the OMA and the Government have a unique opportunity, during negotiations, to deal with this issue by agreeing to a package of incentive measures".

Steven Barrett added " Despite dealing with major health-care public policy issues, (talks) are conducted in secret, behind closed doors....issues like de-listing of medical services (and) primary care reform." " Part of what the NOW Alliance is all about is trying to open these doors and put light on these negotiations."

The Alliance also launched a web-site (www.nowalliance.ca) where information regarding the 2004 Rural Health Action Plan, the NOW Alliance membership, history, updates and a petition can be accessed.

NOW Alliance
Negotiating Ontario's Well-Being

Communities do not have access to

Welcome to the NOW Alliance.

Our Members

History

2004 Rural Health Action Plan

Updates

Links

Contact Us

Download our press kit

Sign our petition...
...to get communities the doctors they need and deserve

What's New and Upcoming...

January 15, 2004
NOW Alliance Press Conference
Download our Press Kit for more information.

January 30, 2004 at 6pm EST
NOW Alliance Town Hall Meeting
Chatham, Ontario
Sister Mary Lourdes Boardroom
St. Joseph's Campus, CKHA
RSVP to info@nowalliance.ca

OMA Section on Rural Practice

Society of Rural Physicians of Canada

PAIRO

Chatham-Kent Health Alliance

FONOM

NOACC

Northwestern Ontario Municipal Association

Southwestern Ontario Rural Regional Medicine



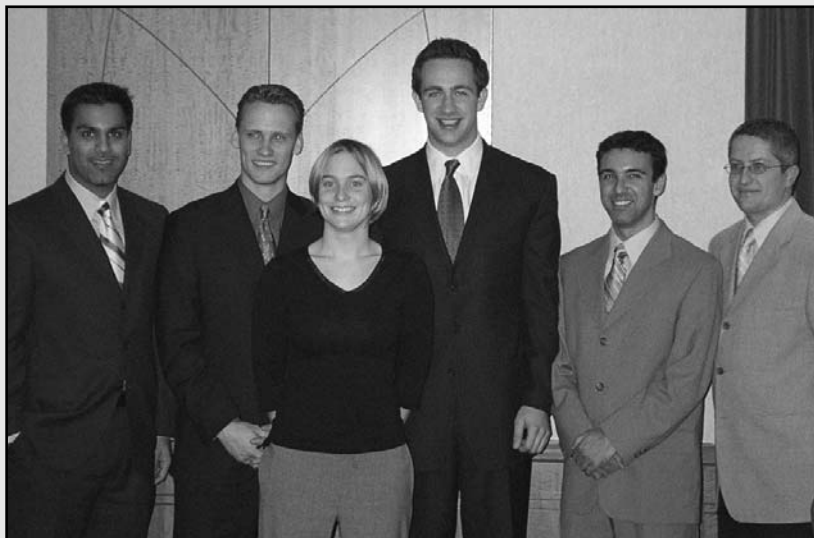
Non-OCOTH hospitals/sites

These days many residents are training at non-OCOTH (Ontario Council of Teaching Hospitals) hospitals/sites, that is those which are not signatories to the Agreement (any that are not listed in Attachment 1 of the Agreement).

In the last round of bargaining, OCOTH and the universities agreed that all non-OCOTH training sites would be required to agree in writing that they would be bound by the PAIRO-OCOTH Collective Agreement (see Collective Agreement Attachment 20, Appendix 1 & 2).

If your hospital/site is not complying with the PAIRO Collective Agreement please let us know. You can call us toll free at 1 877 979-1183 or email us at paipro@paipro.org

The PAIRO Trust Fund Committee held its annual Citizenship Awards for Medical Students banquet on November 8, 2003 at the Metropolitan Hotel in Toronto. This award recognizes medical students, who, in addition to maintaining an adequate academic standing, has made a significant contribution towards improving the general welfare of their fellow students. The winners are chosen by their respective medical schools.



Pictured from left to right: Shamir Chandarana, University of Western Ontario; Christopher Lane, University of Toronto; Michelle Davey University of Ottawa; Michael Warner, Queen's University; Xerxes Punthakee, University of Toronto; Todd Young, McMaster University.

Contract capsule

KNOW YOUR RIGHTS!

DID YOU KNOW that Professional Leave entitlement is seven (7) working days (not just five plus a weekend)! The Professional Leave is to be used for educational purposes but can be taken at any time provided only that professional and patient responsibilities are met to the satisfaction of the hospital department head (i.e., they do not have to be approved by your program director). See Section 12.1 of the PAIRO-OCOTH Agreement for more details.

ARE YOU HAVING DIFFICULTY getting your vacation requests approved? Typically it has been accepted that it is reasonable from an educational perspective to limit to one week of vacation for a one month rotation (to a maximum of four weeks per year). See Section 11 of the PAIRO-OCOTH Agreement for more details at www.pairo.org.

REMEMBER TO GET ALL OF YOUR VACATION REQUESTS IN AT LEAST 4 WEEKS BEFORE THE VACATION START DATE OR BY FEBRUARY 15, 2004 (WHICHEVER COMES FIRST). However, we encourage PAIRO members to make requests even earlier than the required 4 weeks where it is possible which will also increase the likelihood of getting the dates you desire.

If you are having any difficulties with this or any other matter, please don't hesitate to contact PAIRO by email (paipro@paipro.org) or phone (416-979-1182 or 1-877-979-1183).



When you need to talk...

When you need help...

We're here 24 hours a day.

PAIRO 24HR
toll free
HELPLINE
(1-866-435-7362)
1-866-HELP-DOC

▶ “Happy Doc” is coming...

by Heather MacDonnell, Resident Well-Being co-chair

Are you a “Happy Doc”? Or would you describe yourself as Grumpy, Sleepy, or Dopey?

The opportunity to let us know is coming soon to an academic half day nearest you!

“Happy Doc” is a completely confidential, resident-driven, statistician validated survey developed by our counterparts at the Alberta Resident Association (PARA). There is a paucity of literature regarding resident well being, financial stressors, as well as job satisfaction. This is not just “any other research project”. Your 15 minutes of time will produce results that will be directly beneficial to you and to fellow and future residents.

At each site, a local Resident Well Being “champion” as well as General Council reps will be distributing numbered surveys to chief residents for all residents to complete. And if you miss it then, you can fill it in on the web! Your participation is welcomed and appreciated to obtain the best response rates.

PRIZES, PRIZES, PRIZES to be won by residents at each site!!

▶ PSI Foundation Resident Research grants:

for the fourth quarter of 2003

At its final meeting of 2003, the Physicians Services Incorporated (PSI) Foundation awarded 4 more grants for resident research projects, with a total value of \$79,000.

A total of \$327,000 was awarded under the Resident Research Program in 2003, exceeding the stated limit of \$300,000 allocated for resident research. The Foundation received many high quality resident research proposals in the past year. The successful grant recipients (resident is listed first followed by the supervisor) for the fourth quarter are listed at right:

The Foundation’s granting policies permit applications from residents seeking operating funds to undertake clinical research if a physician supervises the project. Projects must not extend beyond a twelve-month period and the maximum amount that will be provided per project is currently \$20,000.

The Foundation generally limits the amount set aside for resident research projects to a total of \$300,000. However, as these applications are in competition with all others, the maximum amount expended could obviously be less depending on the Foundation’s available funds.

Applications are available from the Foundation—5160 Yonge Street, Suite 1006, Toronto, Ontario M2N 6L9 – 416-226-6323, and can also be obtained from the website, at www.psifoundation.org.

Investigator	Project	Award
Dr. S. Verma Dr. D. Mickle Toronto General Hospital	LOX-1: Linking inflammation to atherosclerosis.	\$19,500
Dr. A. Armour Dr. J. Fialkov Sunnybrook & Women's College HSC	Evaluation of castor bean polyurethane as a bone substitute in rabbit calvarial defects.	\$20,000
Dr. C. White Dr. G. Knoll University of Ottawa	The accurate prediction of renal function in kidney transplant recipients.	\$20,000
Dr. L. Gaudet Dr. G.N. Smith Queen's University	Is preterm premature rupture of the membranes with/without chorioamnionitis associated with neonatal brain diffusion MRI findings?	\$19,500

RPP interviews:

The Resident Placement Program would like to invite you to set up a personal appointment to discuss practice opportunities and entry to practice/practice management issues.

We will be in the following cities on the following dates*:

**Thunder Bay
Health Sciences North**
Saturday February 7th

Ottawa
Ottawa Hospital-General Campus
Thursday February 19th

Toronto
PAIRO office
Wednesday February 25th &
Thursday February 26th, 2004

Queen's (Hotel Dieu)
Thursday March 11th, 2004

McMaster (MUMC)
Tuesday March 16th, 2004
(tentative)

Western
Thursday March 18th, 2004

**If you are unable to attend, interviews can be done via email or phone.*

Please contact Charlotte Kirby at rpp@pairo.org or 1-877-979-1183 to schedule at time that is convenient for you. Partners, children, and colleagues are welcome to attend!

Practice Solutions: Upcoming Practice Management Sessions

University of Toronto:
Family Medicine Residents: February 18th, 2004
Specialty Residents: February 19th, 2004

Queen's University:
Family Medicine PGY2 Residents: February 27th, 2004

University of Western Ontario:
Specialty Residents: March 10, 2004

For more information, contact your postgrad office.

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www.pairo.org



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