

# Medical Staff Update

*This Issue: MD Culture Shift Newsletter & Community of Practice; Physician Learning; Continuing Care to begin implementing the Behavioural Safety Program; Career Opportunities; Resources and Supports for Physicians; News from the AHS Update and more.*

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*AHS recognizes that our work takes place on historical and contemporary Indigenous lands, including the territories of Treaty 6, Treaty 7 and Treaty 8, and the homeland of the Métis Nation of Alberta and eight Métis Settlements. We also acknowledge the many Indigenous communities that have been forged in urban centres across Alberta.*

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*Note: Recognizing some medical staff use an alternate email address instead of an AHS email address, some information is duplicated from the AHS Update to ensure all AHS medical staff have all up-to-date organizational information that may impact their practice.*

## Topics:

### Medical Affairs News

- [MD Culture Shift Newsletter](#)
- [Critical Leadership Conversations Course Part 3](#)
- [CME-Accredited Courses to Support a Trauma-Informed Workplace](#)
- [Virtual Medical Leadership Series - Leading with Wellness](#)
- [Physician learning](#)
  - Mindful Practice in Medicine Workshop – Feb. 21-24
- [MD Culture Shift Community of Practice](#)
- [Continuing Care to begin implementing the Behavioural Safety Program](#)
- [Wellness4MDs: Mental health support for physicians, residents and medical students](#)
- [Career opportunities](#)
- [Support for physicians](#)
- [Additional resources for physicians](#)

### From the AHS Update

- Action on Our Priorities
- Your Wellness
- Latest News
  - OneDrive migration coming soon
  - Help maintain the quality of our data ecosystem
  - Explore the ethics of care planning after a suicide attempt

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## Medical Affairs News

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### MD Culture Shift Newsletter

Check out the [February edition](#) of the MD Culture Shift newsletter.

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### Critical Leadership Conversations Course Part 3

This focus of our third course in the Critical Conversations series is to assist medical leaders in developing the skills they need to have effective development or review conversations with their frontline physicians or other leaders that report to them. We will be exploring AHS periodic reviews, AHS probationary reviews, development conversations, coaching, and other feedback conversations through this series.

There will be four one-hour virtual lecture sessions between March 21 to May 2. In between sessions, you will meet twice with two colleagues in a triad (either a self-selected group or an assigned triad) to share experiences of these types of conversations, what you have learned, debrief, and offer advice and support to one another. This course is eligible for Section 3 CME credits.

Dates	Time	Registration links
March 21, 2024	4:30 p.m.-5:30 p.m.	<a href="#">Register here</a>
April 4, 2024	4:30 p.m.-5:30 p.m.	<a href="#">Register here</a>
April 18, 2024	4:30 p.m.-5:30 p.m.	<a href="#">Register here</a>
May 2, 2024	4:30 p.m.-5:30 p.m.	<a href="#">Register here</a>

For more information, please contact Lori Paul [Lori-Ann.Paul@ahs.ca](mailto:Lori-Ann.Paul@ahs.ca).

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### CME-Accredited Courses to Support a Trauma-Informed Workplace

Trauma Informed Leadership Training (TILT), Trauma Aware Culture Training (TACT) and Trauma Informed Protective Strategies (TIPS) are available for registration on [MyLearningLink](#).

Each course is held monthly from 12 p.m.-1:30 p.m. **or** 4 p.m.-5:30 p.m. Sessions will be 90 minutes total and will consist of one hour of content and 30 minutes of debrief and Q&A. The debrief and Q&A section is optional to attend.

Facilitated by AHS certified Community and Workplace Traumatologists, these sessions focus on trauma informed leadership practices, trauma aware principles and trauma protective strategies to create and foster a healthy workplace culture. This course offering is available to anyone who is interested.

These courses are an Accredited Group Learning Activity (Section 1) as defined by the Maintenance Certification Program of the Royal College of Physicians and Surgeons of Canada.

TILT	TACT	TIPS
Feb. 22	Mar. 7	Feb. 13
March 14	April 3	March 19
April 16	May 14	April 23
May 7		May 23

*Ad hoc sessions for department teams are available upon request by contacting [mdcultureshift@ahs.ca](mailto:mdcultureshift@ahs.ca).*

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### **Virtual Medical Leadership Series - Leading with Wellness**

Please join Dr. Charlie Chen in a presentation and discussion about how a frontline physician leader can impact meaningful change toward a culture of wellness. In this session, three main approaches will be explored:

1. Me as a leader.
2. You as a group of physicians I lead.
3. Us as a community.

Register for one of two upcoming sessions:

- Feb. 14 from 4 p.m.-5:30 p.m. [Registration link](#)
- Feb. 15 from 7 p.m.-8:30 p.m. [Registration link](#)

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### **Physician Learning**

There are many learning and development opportunities outside of AHS offered to physicians. Here are some upcoming opportunities:

- [Mindful Practice in Medicine Workshop – Feb. 21-24](#)
  - Last day to register is Feb. 15

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### **MD Culture Shift Community of Practice**

You are invited to attend the next Community of Practice (CoP) meeting on Wednesday, Feb. 21 from 1 p.m.-2 p.m. via MS Teams. The MD Culture Shift CoP brings together Alberta physicians interested in advancing wellness and diversity.

To learn more, or to register, please contact [mdcultureshift@ahs.ca](mailto:mdcultureshift@ahs.ca).

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### **Continuing Care to begin implementing the Behavioural Safety Program**

Provincial Seniors Health and Continuing Care (PSHCC) has begun supporting implementation of the [Behavioural Safety Program](#) (BSP) in each zone. The BSP is AHS' clinical practice standard to identify and communicate the safety risk and safe care strategies for patients who may display harassing or violent behaviours.

The BSP helps AHS meet responsibilities under Alberta's OHS legislation to provide a safe work environment and supports implementation of the [AHS Respectful Workplaces and The Prevention Of Harassment And Violence Policy](#) and [Procedure](#).

Continuing Care contracted service providers are required to adhere to the policy and are encouraged to align or adopt the BSP for use in their facilities/programs.

The BSP and PSHCC have developed [tailored resources](#) and a training course to support areas during implementation. The [Behavioural Safety Program - Continuing Care](#) course is available on [MyLearningLink](#). To register, search "BSP". Visit the [Seniors Health Provincial](#) Insite page and search 'Behavioural' to access BSP resources.

Leaders should contact their SOO/ED/designate and [WHS Business Partner](#) regarding implementation in your zone.

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### **Wellness4MDs: Mental health support for physicians, residents and medical students**

Are you a physician, post-graduate medical trainee or medical student in Canada? Are you seeking support to deal with stress, burnout, anxiety or depression, build resilience and maintain or improve psychological wellness?

If so, subscribe to the Wellness4MDs program to receive free daily cognitive behaviour therapy-based supportive text messages and mental health literacy information.

**Text "WELLMD" to 1-855-947-4673 to subscribe.** You can stop receiving the messages by replying "STOP" at any time.

This program is sponsored in part by the Mental Health Foundation, University of Alberta and the Royal College Foundation. If you have questions about the program, contact [vn602367@dal.ca](mailto:vn602367@dal.ca).

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### **Career opportunities**

Practice opportunities across a broad range of specialties are available. All vacant AHS physician practice opportunities are posted on our physician recruitment website, [Doctor Jobs Alberta](#).

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## Support for physicians

The [Physician & Family Support Program](#) (PFSP) continues to offer CONFIDENTIAL services on an individual basis that you can access by calling the 24-hour assistance line at 1-877-767-4637.

AHS also has resources aimed at offering support to physicians. These are available online:

- [Webinar](#)
- [Resource Guide](#)

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## Additional resources for physicians:

- [AHS Virtual Health](#)
- [CPSA's Physician Portal](#)
- [Cumming School of Medicine Continuing Medical Education \(CME\) Resources](#)
- [How to Access AHS Insite and Email](#)
- [IPC Emerging Issues](#)
- [MD News Digest](#)
- [Physician & Family Support Program](#) - 1-877-SOS-4MDS (767-4637)
- [Physician Wellness Educational Resources: Well Doc Alberta](#)
- [Support Services: Well Doc Alberta](#)

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## From the AHS Update

You can read the [full version online](#).

## Action on Our Priorities

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### Health Workforce Strategy highlights sick rate

Sick time can be inevitable. Staff are encouraged to stay home while sick to protect colleagues and patients. [\(more...\)](#)

## Your Wellness

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### Mental Wellness Moment



Dr. Nicholas Mitchell discusses the different types of eating disorders. February is Eating Disorder Awareness Month. [\(more...\)](#)

Watch Video 

Listen as a Podcast 

## Latest News

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### OneDrive migration coming soon

AHS will soon begin moving all staff from using personal network drives to Microsoft OneDrive, a new cloud-based storage application. [\(more...\)](#)

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### Help maintain the quality of our data ecosystem

AHS has developed a website to highlight the importance of data quality. Visit [Insite](#) to learn more. [\(more...\)](#)

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### Explore the ethics of care planning after a suicide attempt

Join an [Ethics Lunch 'n' Learn session](#) about care planning after a suicide attempt. Offered [Feb. 22](#) and [Feb. 23](#). [\(more...\)](#)



Healthy Albertans.  
Healthy Communities.  
**Together.**