

# Medical Staff Update

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## Organizational Updates

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### Hospital-based leadership pilot sites; regional corridor structure

On Thursday, AHS sent out an [email](#) with an update on the implementation of hospital-based leadership (HBL), which ensures the people closest to care delivery have the authority and support to make timely, effective decisions.

In summary, 10 sites from across the province will begin the launch of HBL as pilot sites in January 2026. These sites reflect the diversity of AHS, with a mix of large urban hospitals, regional referral centres, and diverse rural facilities.

The pilot sites are:

1. Rockyview General Hospital (Calgary)
2. Medicine Hat Regional Hospital
3. Northern Lights Regional Health Centre (Fort McMurray)
4. University of Alberta Hospital (Edmonton)
5. Cardston Health Centre
6. Fox Creek Healthcare Centre
7. Ponoka Hospital and Care Centre
8. Rocky Mountain House Health Centre
9. Brooks Health Centre
10. Wetaskiwin Hospital and Care Centre

A provincial HBL Pilot Working Council is being stood up and will include pilot site leads as well as representation from medical leadership and other sites across the province. This group will be co-designing elements of this model and will help us identify needs and gaps, to make informed adjustments before a full rollout in Fall 2026.

### **Regional corridor structure**

Effective Dec. 1, zone teams transitioned to a corridor structure to better reflect how Albertans access care and to align with the [Government of Alberta's](#) health system planning. Under this new structure, sites will report up to a Corridor Lead. Further information on corridor leads will be shared soon. Patients will access care the same way, with management of patient flow based on care needs and available capacity.

We'll keep you updated as this work continues.

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### **Interim AHS Chair and CEO**

On Thursday, an [email](#) was sent to AHS staff and physicians sharing that Erin O'Neill, Senior Vice President of Finance and Shared Services is serving as interim AHS Chair and CEO, while Andre Tremblay is on a leave of absence. In filling this role, Erin will help AHS achieve its core mandate of providing high-quality, hospital-based services to Albertans.

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# Medical Affairs News

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## Highlights of revised policy on job shadowing

Alberta Health Services' [Job Shadowing](#) Policy has been updated to enhance clarity and consistency. It came into effect on Nov. 13 and applies to all AHS medical staff.

In addition to updated definitions, key changes include:

- **Guidance on recommended immunizations:** managers must advise individuals requesting to job shadow in an AHS setting that it is recommended they are immunized for vaccine-preventable diseases, including but not limited to chicken pox, hepatitis B, influenza, measles, mumps, rubella, polio, tetanus, diphtheria and pertussis. Further proof of immunizations/immunity may be requested based on unit-specific requirements.
- **Clarity around criminal record checks:** managers must notify individuals requesting to job shadow that a satisfactory criminal record check dated no more than 90 days is required, at their cost, prior to start of their observational experience when they are requesting an experience of more than five working days (38.75 hours).
- **Additional job shadowing types were added, and now include** observation, hands-on shadowing, regular briefings and tour requests for groups.

You can review the complete policy and supporting resources on [Insite](#).

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## Review the new policy on access for religious care providers

The new [Community Spiritual and Religious Care Providers Access Policy](#) supports patient access to spiritual and religious care providers which is essential at end of life and other critical phases of the health journey, including during an outbreak or emergency/disaster.

The policy outlines the process by which patients consent to be supported by a religious community visitor, direction on printing the patient religion list, and guidance regarding use of spiritual space.

Review new policy on [Insite](#).

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## Advance care planning monthly tip: MyChart & ACP documents

Many Albertans use MyChart to access and upload their health information to Connect Care. Patients can upload decision-making and advance care planning (ACP) documents to their MyChart for review and verification.

At their next healthcare visit, in a Connect Care facility, uploaded ACP documentation needs to be reconciled by a healthcare professional. Check out this month's [tip sheet](#), available on the provincial ACP/GVD [Insite](#) page.

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## Primary Care Alberta requests feedback on virtual care

Primary care providers and AHS physicians and staff are invited to share with Primary Care Alberta's (PCA) Virtual Care team their experiences around using virtual care technologies such as phone calls, video visits, email or securing messaging with their patients.

Feedback will help PCA understand how virtual care is currently being used to identify opportunities to improve access and patient/provider satisfaction.

Here's how you can participate:

- [Take our survey](#), which should take less than five minutes to complete. Survey closes Jan. 23, 2026.
- [Participate in a focus group](#) on Jan. 15, 2026, from 12-1:30 p.m. [Sign up](#).

For more information, email [virtualhealth@primarycarealberta.ca](mailto:virtualhealth@primarycarealberta.ca).

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## Alberta Find a Doctor website now part of Primary Care Alberta

On Dec. 1, 2025, the [Alberta Find a Doctor website](#) transitioned ownership from Calgary Zone PCN Business Unit to Primary Care Alberta (PCA).

This change aligns with PCA's goal of ensuring every Albertan has access to high-quality primary care services across the province and supports more Albertans attaching to a regular primary care provider.

**For providers/clinics:** AFAD listings updated by a PCN should continue to be updated by them. Providers and clinics not affiliated with a PCN can email [afadinfo@primarycarealberta.ca](mailto:afadinfo@primarycarealberta.ca) for support.

More updates are coming to AFAD in 2026 and will be shared in the coming months.

If you have any questions, please email [afadinfo@primarycarealberta.ca](mailto:afadinfo@primarycarealberta.ca).

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## Medical Leadership & Development

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### Register for Critical Leadership Conversations Part 5: “Trauma-Informed Leadership & Psychological Trauma”

You are invited to participate in the first offering of Part 5 of our Critical Leadership Conversations series.

“Trauma-Informed Leadership & Psychological Safety” invites medical leaders to re-imagine leadership as an act of healing. This five-part virtual series explores how understanding trauma, practicing compassion and creating psychological safety can transform teams, organizations and culture.

Through stories, discussion, reflection and live demonstration vignettes, participants will learn practical skills to foster safety, trust and resilience — for themselves and those they lead.

The format of this course will be a series of five, one-hour virtual lectures (with optional 30-minute discussion after each session) and large group discussion sessions delivered over 10 weeks from Jan. 29 to April 9, 2026. This format will optimize learning, practice and self-reflection.

The session details and registration information are as follows:

- **Session 1:** Jan. 29 | 4:30-5:30 p.m. | [Register](#)
- **Session 2:** Feb. 12 | 4:30-5:30 p.m. | [Register](#)
- **Session 3:** March 5 | 4:30-5:30 p.m. | [Register](#)
- **Session 4:** March 26 | 4:30-5:30 p.m. | [Register](#)
- **Session 5:** April 9 | 4:30-5:30 p.m. | [Register](#)

This course is eligible for Section 3 CME credits. For more information, please contact Lori Paul at [Lori-Ann.Paul@ahs.ca](mailto:Lori-Ann.Paul@ahs.ca).

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## Physician Learning

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“Human Factors in Healthcare” course open for registration

Human factors studies the interrelationship between humans, the tools and equipment they use in the workplace, and the environment in which they work.

During this three-day course, you will explore the role of human factors in healthcare using hands-on activities and case studies in various clinical areas.

There are two dates available, one in Calgary and one in Edmonton:

- Calgary: March 2-4, 2026
- Edmonton: March 17-29, 2026

This session is co-hosted by Alberta Health Services, Health Quality Alberta, W21C and the University of Calgary. Visit the [Health Quality Alberta website](#) for more information and to register. Early bird pricing ends on Jan. 19, 2026.

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## Resources for Physicians

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### Career opportunities

Practise opportunities across a broad range of specialties are available. All vacant AHS physician practise 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.

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### Additional resources for physicians:

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

- [2025 APL Lab Bulletins](#)

*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 Otipemisiwak (Oh-teh-pim-swak) Métis Government of the Métis Nation within Alberta and the eight Metis Settlements. We also acknowledge the many Indigenous communities that have been forged in urban centres across Alberta.*



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