



Edmonton Zone Medical Staff Association

PHYSICIANS ADVOCATING FOR HEALTH

November 8, 2023

Dear Members,

Please be reminded that community and hospital-based physicians have complimentary access to the Physician Advisor, as part of your Edmonton Zone Medical Staff Association membership.

Please contact the Physician Advisor if you are experiencing workplace conflict, difficulties navigating your workplace, or you need support and you are not sure where to turn. These services can range from a 30-minute introduction call to six hours of support, depending on your needs. Your meetings and all information gathered are confidential.

More information on the Physician Advisor and contacts are [here](#).

Here are a few examples of how to use the Physician Advisor services:

For individuals

- 1:1 conflicts or differences
- Working with colleagues to solve issues
- Support creating processes within your team
- Working through complaints or concerns
- Understanding Medical Staff Bylaws and Rules issues
- Supporting being heard in various forums/situations
- Having support in meetings, to ensure your ideas are heard
- Working with non-physician health providers and operational leaders
- Working within a practice to optimize workplace wellness, and operational successes
- Facilitating conversations with stakeholders in situations
- Working with your leaders to address issues (individual or team)
- Support your growth as a physician creating healthy work environments, work-life integration, leadership development issues
- Support understanding health system issues, and how you as a practitioner are impacted.

For Teams

- Resolving team issues
- Working through changes
- Supporting process development within the team
- Supporting team approach to issues being faced by more than one member of the team
- Supporting team leaders in multiple capacities
- Working through dynamics with non-physicians and operational leaders
- Supporting teams dealing with complaints or concerns from other teams or individuals within or external to the organization
- Supports relating to managing differences within the team
- Facilitating conversations within teams



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Out-of-scope items for the Physician Advisor include:

- Psychosocial supports (example: psychology, psychiatry, family medicine)
- Issues that may impact privileging should also include the Canadian Medical Protective Association and local leadership
- Some team coaching will be out of scope due to the volume of work and can be supported through private coaching/facilitation/mediation
- Workshops and team education

Warmest regards,

Dr. Mona (Manpreet) Gill
Acting President 2023

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Mission: Physicians Advocating for Health

Vision: Engaged Physicians; Sustainable Healthcare; Health Community

Values: Advocacy; Integrity; Growth and Learning; Community Connection

To contact the EZMSA Physician Advisor: <https://albertazmsa.com/physician-advisor>