

Good afternoon members,

Enthusiastically, I announce a new position to support our members. The EZMSA has created a Physician Advisor position to fulfill the advisor role in the Alberta Health Services and Covenant Health Medical Staff Bylaws and Rules, assist clinical faculty at the University of Alberta, and be an advocate for community family physicians.

The EZMSA Executive have heard from members that you need support with navigating the AHS, Covenant Health and university processes when concerns of harassment, bullying and professionalism arise. We have listened to your request for support with triggered initial assessments and appeals. We understand community physicians need an advocate for encountering issues with specialty, acute care or family doctor colleagues and guidance on various appointments or roles outside of standard clinical practise. While the Physician Advisor will not provide legal and contractual services, this position will be support, an observer, advising process and direct members to other services.

This position is a pilot contract for one year, with the option to renew for two additional years. It is intended to evolve with member need and input from the successful candidate. It will be a 0.2 FTE with a yearly stipend of \$60,000. This pilot position will be funded by the EZMSA and reassessed after the first year. The Physician Advisor will report to the EZMSA Executive and respect the privacy of members who reach out to them for support.

Applications are due April 11, 2022 at 5pm. Please send your resume and cover letter to [bobbiejo.hawkes@albertadoctors.org](mailto:bobbiejo.hawkes@albertadoctors.org). We aim to have the successful candidate start on June 1, 2022 and be available to members at that time.

Members need to have an avenue to address concerns when they first arise and receive support. Also, the process of appeals and concerns is very stressful and can be unnerving to navigate alone. I hope, when we have the Physician Advisor in place, that we will find our workplaces become more psychologically safe and that issues are resolved quickly before they spiral into formal reporting. I also hope the Physician Advisor will help guide members through our systems to provide assistance when you need it most.

Regards,



Dr. Cheryl Mack  
President 2022