

The EZMSA would like to congratulate Dr. Cliff Sample in his newly appointed role as the Chief Medical Officer of Covenant Health (CH) and thank Dr. Owen Heisler for his years of dedicated service. I look forward to seeing Dr. Sample at our meetings and working together.

I felt this was an opportunity to promote leadership and engagement amongst our medical staff with the hiring of a new CH senior leadership position and approaching appointment of a new CEO of Alberta Health Services (AHS).

In the current storm we face within our medical system, in addition to a fractured relationship between the provincial government and physicians, we need to focus on trust, transparency, and collaboration. The voice of the medical staff is needed more than ever. The EZMSA is sponsoring a leadership course this month, "Leading Change". While I am excited that the spots were filled, I also noticed that the time to fill those spots was slow and most certainly due to physician burn out. Our members are overworked and at risk of increasing disengagement.

Physicians have stepped up during this pandemic to provide patient care and support this health system. In doing so they sacrificed their own health, their own needs, and the needs of their families. Recovery from this pandemic will not require any less from us and leadership should recognize this. Physician wellness is in a crisis. Physicians are leaving and there will be more conflict and challenges to come. Physician retention is critical and more challenging than recruitment. We need stability, but we also need innovation. Most importantly, we need a voice and to be heard.

Despite the many challenges that lie ahead, the EZMSA continues to advocate for fair and transparent processes. We will continue to promote physician wellness and support the integration of equity, diversity and inclusivity at all levels of medicine.

There are several search and selections of leaders that will occur this year and we provide representation from the medical staff on these panels. In addition, your EZMSA continues to advocate for bylaws and rules that promote fair transparent process; therefore, a more meaningful relationship amongst leadership and the medical staff.

My hope moving forward is that CH and AHS will continue to find value in the voice of the medical staff. We add frontline expertise, representing provider experiences and invaluable health system knowledge when we are at the table as decisions are being made.

So please remember us.

Regards,

A handwritten signature in black ink that reads "Cheryl Mack". The signature is written in a cursive, flowing style.

Dr. Cheryl Mack
President 2022