

Sent: Saturday, July 4, 2020 2:11 PM

Subject: EZMSA news: Review of AHS Medical Staff Bylaws and Rules and Complaint Process



Good afternoon colleagues:

A review of the AHS Medical Staff Bylaws and Rules was announced yesterday. The announcement is below and the “Alberta Health Minister orders review 4 years after noose hung at Grande Prairie hospital” [media story is here](#). It is very concerning to the Zone Medical Staff Associations (ZMSAs) across Alberta that we are informed through media of this review and not through formal channels.

We are writing to you as you had indicated through AHS we may contact you. The EZMSA role for the Bylaws and Rules has significance for your appointments and privileges at AHS facilities. Becoming a member to increase our voice in the zone is as easy as writing a request to zmsadmin@albertadoctors.org and completing your membership dues. Please join us as we are stronger together. Further details on the issue of the review for the Rules and Bylaws are below.

A review of the Bylaws and Rules has significant implications for our relationship with AHS. These documents outline our collective voice through ZMSAs, appointment and privileging, the complaint process, and more. The process, written in the Bylaws and Rules, is for ZMSAs to appoint members to sit on a Review Committee to ensure our voice is incorporated in revisions. We also coordinate a vote for members on amendments to the Bylaws and Rules.

Physicians must be part of this review with the current process to give input and vote on changes to the Bylaws and Rules.

We are concerned that the short 60 day timeframe and a media announcement are a precursor that our voice will not be heard.

We recommend members read the current version of the Bylaws and Rules here:

<https://www.albertahealthservices.ca/medstaff/page7086.aspx>.

Details about the complaint process (Triggered Initial Assessment and Triggered Review) begin on page 45 of the Bylaws and page 18 of the

Rules (Hearing Committees, Immediate Action Review Committee and Pool Membership Section Process). Section 1.6.2 of the Bylaws state

“amendments to these Medical Staff Bylaws may be proposed by the Medical Staff, AHS or the Medical Staff Bylaws and Rules Review Committee.”

Amendments to the Bylaws by the Medical Staff are forwarded to the Review Committee by ZMSAs.

ZMSAs have a responsibility within the Bylaws and Rules to facilitate the engagement and participation of the Zone Medical Staff in

Practitioner-related matters, and the fulfilment of the responsibilities and duties of Practitioners pursuant to these Bylaws and the Rules. The

ZMSAs are the representative bodies for Practitioners in matters related to these Bylaws and Rules.

We will continue to be your voice. We will advocate for physician input and following protocol for amendments to the Bylaws and Rules.

Please continue to follow our progress on:

Twitter @EZMSA2

<https://www.facebook.com/EZMSA2/>

<http://albertazmsa.com/ezmsa>

Note: Our website has been recently updated and provides all our advocacy activity for your reference.

Regards and take care from your EZMSA Executive:

Dr. Ernie Schuster, President

Dr. Erika MacIntyre, Vice President

Dr. Jennine Wismark, Treasurer

Dr. Marjan Abbasi, Member at Large

Dr. Paul Greenwood, Member at Large

Dr. Randy Naiker, Past President

Dr. Don Wilson, Community Physicians Medical Staff Association President

Independent third-party investigation announced

July 03, 2020 [Media inquiries](#)

Minister of Health Tyler Shandro has ordered an

independent third-party investigation into Alberta Health Services' response to a racist act in 2016.

"In 2016, a piece of rope tied into a noose was found taped to the door of an operating room at the Grande Prairie Hospital. In August of 2019, I was first made aware of this incident and was reassured by senior officials that the matter was being dealt with appropriately.

"Recently, individuals with first-hand knowledge of the incident have raised this matter again, questioning how AHS handled this matter in 2016. I share their concerns and I am not satisfied that this matter was handled appropriately.

"Racism and bigotry have no place in our health-care system. That's why I am announcing an independent third-party investigation of how this matter was handled by Alberta Health Services.

"It also appears that the investigation was limited by medical staff bylaws that govern how AHS responds to complaints and disciplines staff. These bylaws have not been updated in more than a decade. Consequently, I have issued a directive requiring AHS to revise their bylaws within 60 days.

"Finally, I will be introducing legislation next week that will increase the number of public representatives on college councils, hearing tribunals and complaint review committees from 25 per cent to 50 per cent – which will increase the public's oversight of health professions.

"These initial steps are only the beginning. The review, which will be made public, will undoubtedly bring further required changes to our attention. While it may be uncomfortable for some, Albertans demand and expect our health-care system to reject racism and intolerance. If our system failed, we will fix it."

Media inquiries

Steve Buick

780-288-1735
Press Secretary, Alberta Health

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