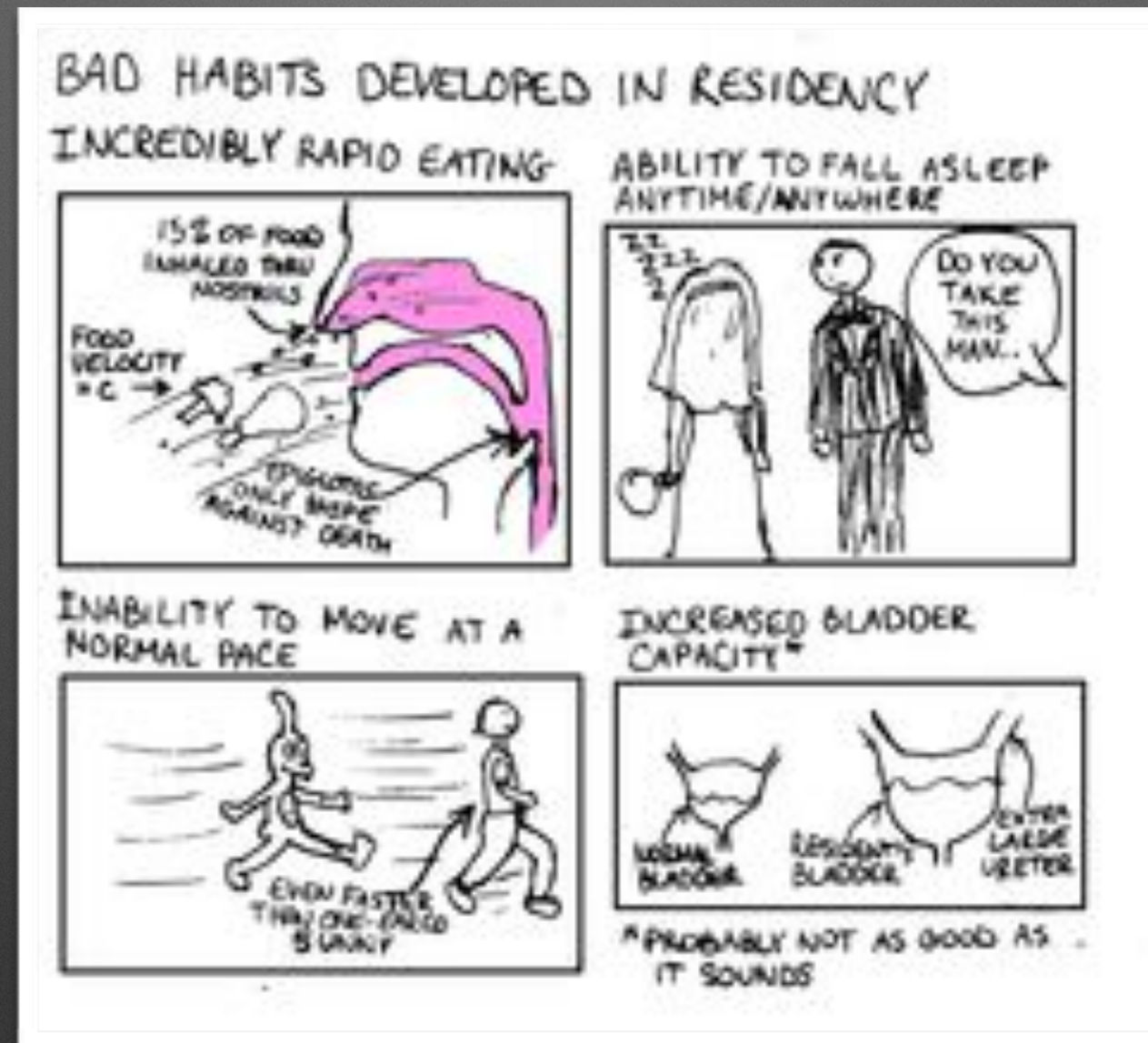


Beyond “Staff” aureus – Getting the most out of residency



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Objectives

- Consider how to incorporate future career planning into residency
- Organize the transition to staff in an effective manner
- Understand the major challenges in the transition from residency to career

Conflict of Interest

- No products, tests, etc will be discussed during this presentation
- I was once a resident...
- A bit more of an ID/IM slant than MM

Residency



Career



Things I wish I would have known

- Nothing magical happens on June 30th – July 1st when you finish your training
- You'll mature more in the first few years of your career
- Planning things out over 5 years helps you take advantage of residency

Grab a piece of paper

- Make an X axis of time
- Write down 3 professional goals
- Write down 3 career goals
- Write down 3 personal goals

Plan
Wedding

Do Last
Pre Kid
Travel

Have Kids

Pass
Exam

Global
Health +
Grant

U/S or
Gorgas
Expert

New
Clinic

Clinical
Trials in
clinic

Promotion



0

1

2

3

4

5

Look at your paper

- Can you do any of these during residency?

Advantages of doing things in residency

- Protected salary + funding for activities
- Protected benefits / leave
- Integration into residnecy/fellowship curriculum
- Unionized
- Guaranteed vacation and conference leave
- No long term commitments
- No salary loss with leaving

Disadvantages

- Debt
- May be “frowned upon” to leave for an extended amount of time
- Delayed income potential
- More safety requirements for international work
- Negotiating with your staff/program director
- Future employment

Incorporate future career planning into residency

- What things do you want to achieve professionally in the next 5 years?
 - International electives
 - Training courses
 - Research grants
- Consider making the time to do it now!
- Conferences are a MUST

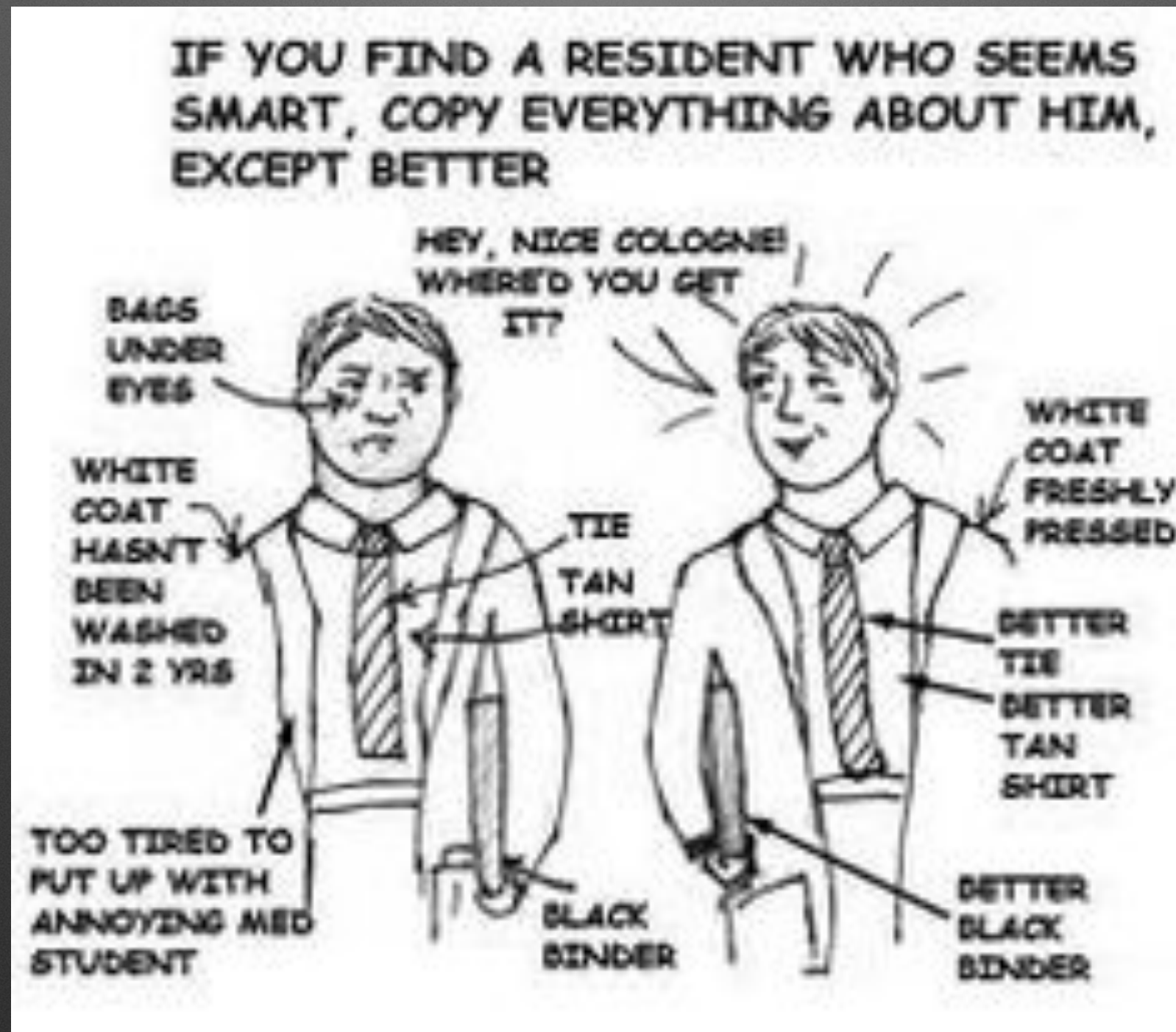
Incorporate future career planning into residency

- What do you want to achieve with your career?
 - Community vs. academic - electives
 - Finding a job – electives + locums
 - Further training/competency - ? subfellowships
 - Identifying gaps or translatable skills (ex. OPAT)
 - Interaction with pharmaceuticals

Incorporate future career planning into residency

- What do you want to achieve with your personal life?
- Children? – Ontario EI for 600 (actual hours) in past year + top up
 - 17 weeks of pregnancy leave (15 weeks EI + PARO top up)
 - 35-37 weeks of parental leave (EI 35 weeks + 12 weeks PARO top up)
- Travel/Wedding/Life events – you have 4+1 weeks of discretionary leave paid – SHOULD not have any weeks left over at end of year

Questions?



Organizing the transition

- It's now June 1st
- Your community job starts July 2nd
- You are studying for the ID exam
- You have an educational license
- You have been asked by your new job to do orientation, and start planning for infection control and antimicrobial stewardship
- You also need to move 50km to your job



*“Ms. Jennings, have you seen my
‘Oganization is the Key to Success’ poster?”*

Things I wish I would have known

- The priority is still you
- Once you start a job, more and more is expected
- Your attitudes in the first year are going to determine how much is loaded
- At the same time (particularly in unstable agreements), you need to still impress and garner respect from your peers

My strategy

- Focus on the move, the exam (review courses, study sessions)
- GET YOUR LICENSE! This takes a while
- If you want to work/bill, you still can (if you are IM certified) but don't go overboard
- Avoid major administrative roles for a few months unless essential to future career
- Consider travelling post exam
- Consider easy steps to make sure that your practice is ready to go after exam

More general tips

- Also a good point to start career mapping
- Minimize major life activities during this time – high emotions, ++ fatigue, frustration
- Learn as well to develop anti-stress activities

- “Practice is funny that way. For days and days, you make out only the fragments of what to do. And then one day you've got the thing whole. Conscious learning becomes unconscious knowledge, and you cannot say precisely how.” — Atul Gawande, *Complications: A Surgeon's Notes on an Imperfect Science*

Major challenges from residency to career

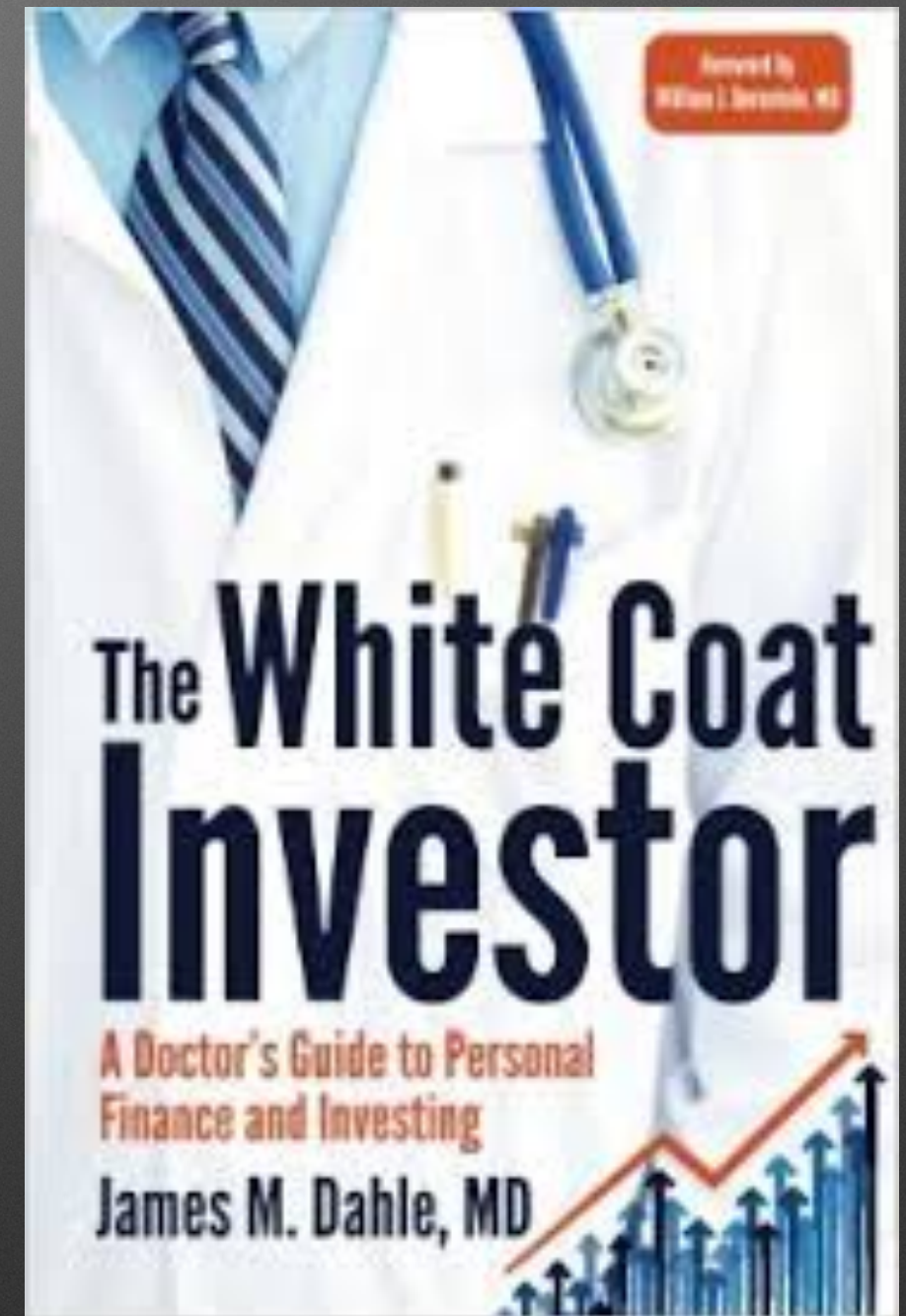
- You completed the exam and are awaiting results
- You finally got your full IM license and have started working
- You are starting to learn that your department has some ... “quirky” personalities
- Life at home is good, but you are now thinking about a home and a new car

Things I wish I would have known

- Responsible financial planning
 - Remember your debts
 - Very few jobs offer retirement planning
 - Lots of people will offer you money, accounting, and financial advice

Finances

- Live like a resident as long as you can
- Average take home for an ID \$75000- \$150000
- Focus on debt repayment first
- Put aside your money for taxes, don't touch it
- Avoid new loans, really consider if you can afford things
- Get advice from colleagues about financial professionals
- ? Incorporate



Mentorship

- Very helpful in the first 5 years of practice
- Identify people informally that you would like to exemplify in certain aspects
 - Billing mentor
 - Career planning mentor
 - Administrative mentor
 - Career interest mentor
- Make time to go out for dinner/drinks or chat every few months to reorient yourself

Other things

- Stay out of the politics
- Update your career map every 6 months, and make time to refer to it
- No one will give you the time to do the things you want to do, you have to take it
- You are never alone, ask for advice if you are stuck clinically
- Always evaluate if you want to stay in the role
- You are no longer a resident, some roles require compensation

When to leave

- When you don't enjoy being a doctor
- When there's no long term plan
- When you are not compensated for a significant part of your job but feel you should be
- When the environment is toxic and you can't get away from it
- Personal life
- If another amazing or more aligned opportunity comes up

Keeping ready for the next opportunity

- Publish!
- Get all your commitments in some form of writing
- Certifications
- Academic positions
- Create your portfolio
- Identify good referees

Summary

- Residency/fellowship represents the end of your training and the start of your career
- You can do a lot during residency and are protected very well
- Transition to staff is not that difficult (most of us do it), but you have to remember a few things

Objectives

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Further resources

- Your PD or clinical mentor
- Local residency/medical union
- Royal college requirements for your program
- Aforementioned book for rational planning
- AMMI

Questions?

