

THE ALBERTA HEALTH SERVICES MEDICAL STAFF BYLAWS

Medical Leadership Structure >>

Alberta Health Services (AHS) has established the Medical Staff Bylaws and Medical Staff Rules in order to assist and provide guidelines for Practitioners in the workplace. The AHS Medical Organizational Structure section of the Bylaws explains the provincial and Zone-based committees and medical administrative leadership. This document should not be used as a replacement for the Bylaws; it is simply a concise reference to AHS Medical Leadership. ■

What are the responsibilities of the Medical Leadership?

AHS Medical Leadership consists of two levels: Provincial and Zone. The Provincial structure is responsible for strategy, planning and provincial coordination of patient care operational issues and the provincial Medical Staff. Each of the five AHS Zone's Medical Leadership structures focus on the management and coordination of activities within their respective Zone. <http://www.albertahealthservices.ca/ahs-map-ahs-zones.pdf>.

What is Medical Leadership?

The AHS Medical Leadership structure is responsible for providing a link between members of the AHS Medical Staff and AHS administration. The organizational structure of the Medical Leadership includes, but is not limited to:

- The Executive Vice President & Chief Medical Officer;
- Associate Chief Medical Officers;
- Zone Medical Directors;
- Associate Zone Medical Directors;
- Facility and Community Medical Directors; and
- Zone Clinical Department Heads.

For more information, please see the [AHS Organizational Structure](#).

The Organizational Structure varies between Zones reflecting the distinct nature of each Zone. Such variation is required to ensure that the Zone Medical Staff are able to function optimally in consideration of such characteristics as geography; population demographics; mix of urban and rural communities; size and location of facilities; and availability of specific specialized services and specialist Practitioners. ■

LEVEL	FUNCTION	SENIOR LEADERSHIP TITLES
Provincial	<ul style="list-style-type: none"> • Input into AHS policy development, organizational planning, strategic decision-making, etc. • Medical Affairs policy development, planning and strategic decision making 	<ul style="list-style-type: none"> • Executive Vice President and Chief Medical Officer • Associate Chief Medical Officers • Senior Medical Directors • Senior Medical Officer of Health
Zone and Local	<ul style="list-style-type: none"> • Input for implementation of provincial decisions • Zone policy development, organizational planning, strategic decision-making for local resource allocation and service delivery, etc. • Zone and Zone Clinical Department policies, structures and functions related to Medical Affairs 	<ul style="list-style-type: none"> • Zone Medical Directors • Associate Zone Medical Directors • Facility and Community Medical Directors • Zone Clinical Department Heads and Zone Clinical Section Heads • Zone Medical Officers of Health

How are Medical Leaders appointed?

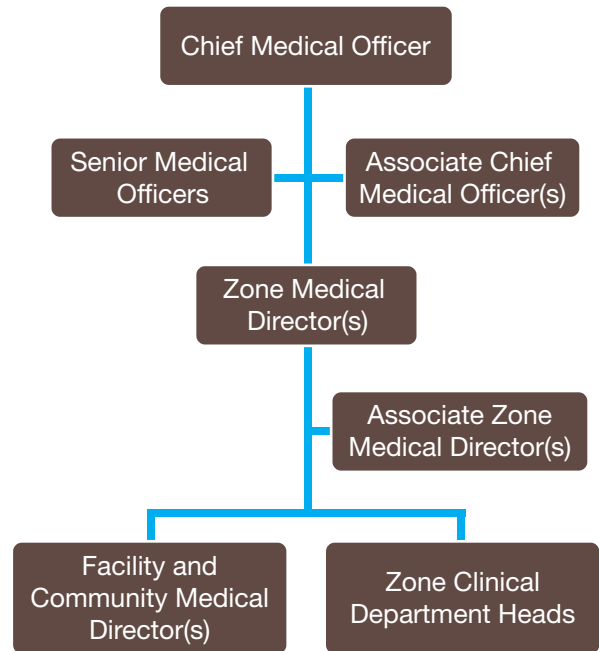
Most members of the AHS Medical Leadership Structure are appointed by the Chief Medical Officer (CMO) after considering the recommendations of a search committee. A search committee is an impartial group that may include members from the portfolio of the CMO and/or the ZMD, the relevant AHS operational portfolio, department, and at least one member of the Medical Staff. Search committees for Provincial level positions are established by the CMO or designate. Search committees for Zone level positions are established by the ZMD or designate. The CMO him/herself is appointed by the CEO. ■

How can I apply for Medical Leadership?

Vacant Medical Leadership positions can be filled by application or appointment. Search committees are established at the Provincial and Zone levels to make recommendations to the AHS medical administrative leader responsible for filling the vacancy. The medical administrative leader is ultimately responsible for the appointment and may make a decision different from the recommendation of the search committee. ■

Can I speak directly with the CMO?

In certain cases it is possible for a Practitioner to speak directly with the CMO (for instance, regarding a case hearing related to a Concern). However, this is only after the Practitioner has spoken with their ZMD. It is always recommended that a Practitioner use the proper channels to resolve an issue. Please see the organizational chart in the next column for more information. ■



Who are the current members of the AHS Medical Leadership?

You can find more information about your local structure from your ZCDH or ZMD, or visit the Medical Leadership section of the AHS Medical Staff website www.albertahealthservices.ca/2361.asp. ■

Who am I accountable to as a member of the AHS Medical Staff?

All Medical Staff members are accountable to a section chief and a Zone Clinical Department Head. ■

If you have any questions about Medical Leadership, please contact your ZCDH(s) or ZMD. For additional information, please refer to “Part 2 – Medical Organizational Structure of AHS” of the AHS Medical Staff Bylaws.

These documents may be updated on a regular basis so if you are printing or saving them, please visit the AHS Medical Staff website at www.albertahealthservices.ca/medicalstaff for the most recent versions.