



2014 PARI-MP Annual Report



Mission statement

To create an optimal educational and working environment for our members.

Motto

New doctors, new ideas for better health care.

Vision Statement

To provide a supportive and stimulating training experience for residents through:

Promoting resident well-being

Advocating individually and collectively for our members

Ensuring excellence in training and education

Supporting and enabling recruitment and retention of physicians to the Maritimes

Creating awareness within the medical community and the public

President's Report

Dr. Philip Davis

PARI-MP President 2013-2014

It has been a pleasure to serve as your PARI-MP President this past year. This year was a rebuilding year for PARI-MP with many long serving Board members leaving in order to focus on Fellowship training or Royal College Exams. As a result, several new faces have enthusiastically joined our Board, and have done an excellent job in continuing the work of PARI-MP.

The main focus of PARI-MP over the past year has been Negotiations preparation. As many of you know our contract expired on June 30, 2014 and we will be meeting with CDHA over the coming year in order to attain the best possible contract for residents. In preparation, for these negotiations the resident body was surveyed in order to assess the current needs of our residents. Additional areas of focus for PARI-MP include the continued efforts of our work-hours committee, as well as ongoing well-being social events, and group activities.

This year ends my tenure as your president. Thank you again for allowing me to serve as your president. I look forward to continuing to serve you over the next year as your Past President.

Executive Director's Report

Sandi Flemming - PARI-MP Executive Director

Membership well-being – it has been a top priority for PARI-MP for years. It is indeed why we exist. Resident well-being includes the day-to-day advocacy that we do for our members as a group, including representation at meetings and events with related organizations such as Doctors NS, CDHA and Dalhousie University. We are also here for residents in need of individual advocacy to help you navigate your way through residency when faced with challenges. You may not need it, but it is here for you if you ever do.

Our negotiations and contract compliance are about making a working agreement with the hospitals to ensure residents are being paid appropriately and getting the benefits you deserve for the work you do every day. PARI-MP is here to ensure you are being treated fairly and will stand up for you when you are not.

Our Benefits Trust implemented two new initiatives this past year to help with resident wellness. I hope many of your programs access funds

from the Healthy Resident Program to host activities within your program. We also have our Employee and Family Assistance Program that is available to all our members and their families. For more information visit www.parimp.ca.

We are an organization made up of residents who volunteer their time to ensure our goals are met. These volunteers are taking time out of their busy days to attend meetings and voice resident concerns on behalf of all residents. The work these residents do is commendable.

PARI-MP will continue to work to improve resident well-being and our staff are here to help you in any way we can. Stop in for a visit or contact any one of us at any time.

Thank you to all of our Board members for the tremendous work you do for our association.



It's always a warm welcome on the PARI-MP Orientation Boat Cruise.

Negotiations and Workplace Compliance Report

Dr. Keith Neufeld - PARI-MP Chair of Negotiations and Workplace Compliance 2013-2014

It has been my pleasure to serve as the Negotiations and Workplace Compliance Chair for my second term. This year started off on a good note. As you know, in March 2013 we were awarded one of the most unprecedented awards in medical residency history due to the arbitration process negotiating our current contract. In summary, we were awarded not only significant annual percentage raises, but also retroactive pay for several of the PGY levels that the arbitrator felt had been inadequately compensated in previous negotiations.

Coming off that win was exhilarating but relatively short lived as we knew the next round of negotiations was fast approaching.

Unfortunately our current contract expired in June 2014 with no new contract in place but I am happy to report that the negotiations team is prepared. We have sent out a resident survey to look at areas of improvement on the next contract negotiations as well, we have met with the PARI-MP lawyer to discuss strategies in the upcoming contract talks. We have spoken with the employer regarding contract negotiations but unfortunately have not been able to meet yet.

We are looking forward to planning for what will no doubt be another difficult round of negotiations but we are thankful for your support over the past year.

Did You Know?

PARI-MP currently has **569** members.

PARI-MP residents are training in **60+** programs in **8** sites across the Maritimes.



Resident Appreciation Week is always fun. From lunches and candy to the prize wheel and special events, there's always something happening to show residents just how much they're appreciated!

Well Being Report

Dr. Grace Parr - PARI-MP Well Being Chair 2013-2014

PARI-MP continues to put resident well-being at the top of the agenda for residents of the maritime provinces. This year several strides have been made to ensure access to well-being events will improve over the coming years. The following is a list of scheduled activities and new initiatives to encourage the health of our resident members.

Scheduled events

- Tuesday Night Yoga
- Golf Challenge
- Regular seasonal parties (Halloween party, Holiday party, Cookies with Santa)
- LMCCII Afterparty
- Hatfield Farms Family Day
- Movie Nights
- Yuk Yuk's Comedy Night
- Bluenose Program Registration Competition
- Rock Climbing

Resident Appreciation Week

Instead of a Resident Appreciation Day, PARI-MP dedicated an entire week to show appreciation for the hard work of resident members. Daily prize draws were available to residents participating in questions emailed daily, as well as a scheduled lunch at the IWK, VG, and HI sites throughout the week. A St. Patrick's Day party, yoga night, Clay Café family event, and bowling party rounded out a great week.

Healthy Resident Program (PARI-MP Benefits Trust Fund)

This new initiative is available to residency programs wishing to incorporate more mental health/wellness initiatives into their training. Any resident can apply for funding on behalf of their program via the readily available form found at www.parimp.ca.

Employee and Family Assistance Program

PARI-MP retained the services of Shepell-fgi to provide resident members and their families with complimentary and confidential services such as short term professional counseling, family support services, legal support services, financial support services, naturopathic services, nutritional services, and specialized counseling and online services. The EFAP is available 24/7/365 via online access, telephone, and an app available for mobile devices.

Doctors NS Professional Support Program (PSP)

The Well-being Chair remains involved in meetings with the PSP Advisory Committee. Issues discussed throughout the year included implementing a 24 hour help line, out-of-province addiction treatment, and drug and alcohol monitoring.

Resident Well-Being Award & Excellence In Teaching Award

The Resident Well-Being Award and Excellence in Teaching Award are awarded annually to outstanding individuals among our resident members and the teachers that shape ensure excellence in our profession.

Resident Support

The Staff and Board of Directors of PARI-MP continue to be involved in confidential meetings regarding residency programs or individual staff regarding beaches in the collective agreement or threats to resident well-being. PARIMP staff continues to actively monitor call schedules to ensure the conditions of the contract are being met. PARI-MP is readily available to receive and respond to residents' concerns regarding well-being.

CAIR Report

Dr. Grace Parr - PARI-MP CAIR Rep 2013-2014

CAIR's board members, committee members, liaison representatives and staff have worked tirelessly to ensure that the resident voice on national resident physician issues is heard. Together, we have created our 2014-2017 Strategic Plan focusing on training, wellness and representation. Our world is evolving, and Canadians are looking to their future doctors to support them. We want to turn this opportunity into reality, and work together to advance and build a strong and healthy Canada.

Last year, CAIR sent out the National Residents Survey to over 8,000 residents in 13 universities across Canada. CAIR took these ideas and feedback and leapt into action to develop several tools including the Resident Principles on Physician Health Human Resources and the CAIR Mentorship Position Paper. It also informed the work of CAIR's Working Group on Duty Hours.

It is because of such collaboration that we've been able to put forward position papers on Health Human Resources (HHR), handover and resident transfers, among others, as well as look into topics such as competency-based medical education and accreditation.

Moving forward as both learners and health care providers, CAIR will continue to help residents grow and advocate to represent our interests at the many committees and council meetings of national stakeholder organizations.

We are grateful and thankful to our resident physicians, volunteers, and national and provincial stakeholders, as we work to shape the future of medicine. We've only just begun exploring this new pathway to the future.



The Living Library



The Living Library is always a great event. Residents act as “books” that medical students can sit and chat with and learn more about residency.

Thanks to all the residents who volunteer their time for this important event.

Site Reports

Dr. Katie Goodine - Everett PARI-MP Fredericton Rep

Wellness Events:

1. Matt Good Concert at Boyce Farmer's Market
2. Miracle On 34th Street at The Playhouse
3. Christmas Tree Decorating Party
4. Christmas Cookie Party + Festive Drinks
5. Bowling Party at Kingswood
6. Easter Egg Hunt at the FMTU
7. Cooking Class at Atlantic Superstore
8. Movie Night at Cineplex
9. Picnic in Odell Park

Wellness Purchases:

1. Gift cards for residents during Resident Appreciation Week
2. Hairdryer for bathroom
3. Miscellaneous items for call rooms

I enjoyed travelling to Halifax for the PARI-MP Christmas Party. Thanks to those who organized this event!

Concerns were raised regarding contract violations at the Fredericton site. Residents were appreciative of the efforts put forth by PARIMP when these violations were reported.

Dr. Lauren Clark-Gallant PARI-MP Annapolis Valley Rep

This year the Annapolis Valley family medicine program entered it's second year and welcomed five fantastic new residents. Things have been going quite smoothly, and the program continues to gain support from the local community of physicians, who provide incredible mentorship through the triple C curriculum, as well as great lectures during our academic days.

One issue continues to be work hours, as the horizontal curriculum does not match up with our current contract, it is hoped that some of these issues will be worked out in the new contract next year.

Our wellness activities this year included family glow in the dark bowling, indoor rock climbing, braving our fear of heights at the 'On Tree' high ropes course at Martock and many group pot lucks and BBQ's.

We were also excited to welcome two new babies to the program, as two of our second year residents took time off for maternity leave.

Dr. Sasha Cormier-Meyer
PARI-MP Moncton Rep

This year the Moncton site was very active with both PARI-MP funded and non-PARI-MP funded activities. The R1s gathered at least once a month for a dinner and social gathering, additionally I hosted a barbecue in September as a get-to-know-you event.

As far as PARI-MP funded activities: we had a Halloween party that was well attended by the R1s. Also, in December we had a catered Christmas party with a secret Santa exchange. In the winter we had a bowling night and pizza party that was extremely popular and much enjoyed. We had a movie night in April, and an end of the year party as a congratulations to the R2s for finishing their exams. Additionally funds were used to contribute to resident wellness by providing snacks in the resident lounge for Valentine's Day, Easter and on another occasion. I received feedback from residents on site and visiting residents about how much the "Lounge Snacks" were enjoyed by all.

Additionally the site visit and dinner with Evie at Catch 22 was attended by almost all the residents and was a delicious meal that everyone is still talking about.

The biggest resident concern of the year was non-PARI-MP related and concerned the lack of on-site parking available to residents. I am happy to report this issue is supposed to be resolved by early fall.

Overall, even though our site is distant from Halifax, we were able to have several PARI-MP events that allowed us all to become closer as a group and definitely contributed to general feelings of resident wellness.

I am currently on maternity leave and Sara Shahram is serving as interim PARIMP rep, but I am happy to be returning to my position in November when I return from mat leave.



**A fun day on the Halifax harbour
with Theodore Tugboat**

We're Social!

PARI-MP is on Facebook and Twitter! "Like" and "Follow" us to stay up to date with the association's activities.



On Facebook: Pari-Mp
On Twitter: @PARIMP1



Dr. Janice Townsend
PARI-MP Saint John Rep

2013-2014 was a good year! We kicked the year off with a welcome BBQ for incoming FM residents and the Chief Resident traditionally has gift bags and door prizes filled with little goodies helpful for a PGY1. With the help of PARI-MP, we kept that tradition alive this year as well.

We held a hugely successful wine tasting event this year. It was hosted at Happinez Wine Bar and we had a great turnout of both FM and IM residents and a couple partners as well. Lots of great feedback!

On the flip side, attempts at a curling night and movie night were unsuccessful. But we did have a good night out to the Orchestra at the Imperial Theatre during the Holiday season. To round out the year, 2 more spring/summer BBQs were held. One to celebrate end of exams/outgoing residents and another to celebrate incoming residents. Both great times with good food and great people.

Thank you to Sandi and the rest of the PARIMP Staff as well as the Board. Also, a warm welcome to our incoming board members from SJ: Patricia MacDonald as the SJ FM site rep and Aimee Noel as a Medicine Rep!

Sydney residents enjoying a Mario Kart themed go kart event.



**PROFESSIONAL ASSOCIATION OF RESIDENTS
IN THE MARITIME PROVINCES (PARI-MP)
STATEMENT OF OPERATIONS - GENERAL FUND
FOR THE YEAR ENDED JUNE 30 2014
UNAUDITED**

	2014 Budget \$	2014 Actual \$	2013 Actual \$
REVENUES			
Dues	448,000	471,384	478,469
MPRI project revenue	-	-	27,000
Trust fund administration	20,000	20,000	20,000
Trust fund membership events	40,000	40,000	40,000
Other	2,000	-	-
	<u>510,000</u>	<u>531,384</u>	<u>565,469</u>
EXPENSES			
Accounting	6,000	6,268	6,438
Amortization	3,500	2,282	3,347
Bad debts	-	1,519	774
Bank charges and interest	2,000	1,925	2,006
Board meetings	3,000	3,205	3,351
Board - office insurance	3,000	2,948	2,948
Board - staff development	12,000	11,739	8,760
Board - staff functions	5,000	5,696	5,994
CAIR	85,000	85,352	78,230
Dues, licenses and fees	14,500	13,437	14,398
General legal	1,000	1,066	494
Gifts and donations	5,000	8,279	4,113
Grievances	-	6,990	24,394
Miscellaneous	1,000	109	1,058
MPRI project expenses	-	-	18,606
Negotiations	20,000	1,561	82,580
Occupancy	37,000	37,872	35,677
Office	10,000	16,904	7,298
Publications and promotion	2,000	2,574	124
Salaries and benefits	228,000	276,633	211,720
Telephone and internet	6,000	6,937	6,790
Travel	16,000	11,517	15,545
Well being and membership events	40,000	37,946	38,137
	<u>500,000</u>	<u>542,758</u>	<u>572,782</u>
	<u>10,000</u>	<u>(11,374)</u>	<u>(7,313)</u>