

MARITIME 
RESIDENT DOCTORS

ANNUAL REPORT
2014-15

2015: PARI-MP becomes Maritime Resident Doctors



Mission Statement

To advocate for an optimal educational and working environment for all resident doctors.

Motto

New doctors, new ideas for better health care.

Vision Statement

Maritime Resident Doctors will inspire a supportive and engaging residency experience through the promotion of resident wellness, individual and collective advocacy, involvement in health promotion and health human resource initiatives.

Maritime Resident Doctors Strategic Plan 2014 - 2017

Resident Wellness

Promoting a happy, healthy resident lifestyle.

Advocates for Government and Public Policy

Providing an active national and local voice with related stakeholders.

Public Promotion and Community Awareness

Increasing awareness of the role of resident doctors via a stronger community presence.

Health Human Resources Planning

Creating a resident presence during health human resources planning.

Negotiations and contract compliance

Advocating for fair remuneration and work hours for residents, and full endorsement of our agreement within programs.

President's Report

by Dr. Clinton Lewis

It was my pleasure to serve as the President of Maritime Resident Doctors for the 2014-2015 term. The hard work of the MaRDocs staff and the Board resulted in positive change and initiatives within our organization.

In the fall of 2014 we undertook two important initiatives. The first was a strategic planning exercise which proceeded into the Spring of 2015. This exercise has been central in helping us define priorities and identify crucial relationships for our organization going forward. Our strategic plan identified engagement with our members, our professional colleagues, and the broader community as a key area for improvement. In response to this MaRDocs has increased its community profile by participating in a number of events such as the Camp Triumph Curling Challenge and the Halifax Pride Parade. Myself and other members of the board continued our activities on a number of professional committees such as the Board of Directors of Doctors Nova Scotia and the College of Physicians of Surgeons of Nova Scotia to maintain our presence as leaders and participants in

discussions that affect the nature and scope of healthcare in the Maritimes. Most importantly we have continued our work to engage, represent, and support our membership at the level of individual member advocacy, supporting programs, and providing well-being support for the membership as whole.

The second important initiative we undertook was an external human resources review of the MaRDocs team. This was an important process as it allowed us to ensure that we have adequate support to administer our programs and identified ways for us to retain the key members of the MaRDocs office which help our organization to be successful.

This spring our focus has been on our re-branding, another activity leading from our new strategic plan. An opportunity with the change in our office location and as a component of our strategic plan we have changed our name to better reflect who we are – residents are doctors. We may not have completed our training but we are without a doubt physicians who care for our patients and take pride

in the work we do. Changing our name has helped to ensure that the public understand that we are first and foremost physicians. We did not undertake a name change lightly but the result of our consultation with membership informed us that a name change was timely, and the desire of the resident physicians who make up MaRDocs.

Finally, this spring and summer preparations have been underway for negotiations. As many will know, the negotiating environment in Nova Scotia is particularly challenging given the financial realities of the Maritime Provinces. Our negotiations, while a small component of the overall budget, are being carried out in a constrained and challenging environment. Given this

we continue to work with Ron Pink, a nationally recognized labour lawyer and MaRDocs' legal counsel for many years. MaRDocs will continue its efforts to negotiate an equitable, positive contract that recognizes the work that residents do and the value they add to the health care system.

Working with the MaRDocs board has been a pleasure. The productivity and forward movement in the past year is an attestation to the dedication of resident physician leaders and the superlative staff at MaRDocs. J.P. King will be taking over the Presidency for the upcoming year and I have no doubt that he will provide excellent leadership and direction for the organization as negotiations proceed and our strategic plan is further enacted.



Social events included Clay Café night (left) and curling for Camp Triumph (right)

CEO's Report

by Sandi Carew Flemming

Each year I am amazed at the amount of work we do. Each year just seems even busier than the year before. This past year is no exception. In fact, this year was quite exceptional!

We developed a new three-year Strategic Plan, hired a Human Resource Consultant to review our staff roles, moved offices to a new location, re-named the organization, developed a new website, all on top of the busy everyday activities that we do. Not a bad year!

Our usual activities include the many wellness initiatives that we host, regular advocacy for residents, communicating regularly with our members, administering the resident benefits plan, working with Resident Doctors of Canada on national issues, and much more. Negotiations are on-going, so unfortunately nothing settled as of yet.

Please see the Negotiations Report for more details.

Thank you to the Board of Directors for all of the work you do to make this organization better. Also, a big thank you to all of our wonderful staff who work hard on your behalf. We bid farewell to Evie Sabeen Croucher this past year as she moved on to another opportunity within Dalhousie. We also welcomed Daniel Bonner to take over for Evie.

Please take time to check out our new website at www.MaritimeResidentDoctors.ca and if you don't find what you are looking for, contact one of our staff to help you. My door is always open and I welcome the opportunity to meet you, and I might just try to recruit you into getting involved in this remarkable organization.

Looking for answers? Visit our website at www.MaritimeResidentDoctors.ca for lots of info on starting, surviving and finishing residency.

Negotiations Chair Report

by Dr. Richard Liu

Negotiations are underway for our new collective agreement. The last contract expired July 2014. There have been several meetings thus far and these negotiations will once again prove to be challenging. There has been a change in the organizational structure of the health authority and this has caused a considerable delay.

We have meetings scheduled and will work hard to come to an agreement as expeditiously as possible. However, the primary objective of the negotiations is, as always, to ensure the fair treatment and remuneration of residents.

We will update you as more information becomes available.

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The always popular orientation boat cruise.



Hitting the links for the 2014 Golf Challenge

Well-being Chair Report

by Dr. Laura Swaney

Maritime Resident Doctors continues to advocate for and support resident wellness for all members across the Maritimes. This year several strides have been made to ensure unique wellness initiatives will continue to be available to residents. 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
- Seasonal events & parties (Halloween party, Holiday party, Cookies with Santa)
- LMCCII & Family Medicine Exam After-parties
- Hatfield Farms Family Day
- Movie Nights
- Yuk Yuk's Comedy Night

- Clay Café Night
- Rock Climbing

Resident Wellness Week

Maritime Resident Doctors launched a new initiative to promote resident wellness. Lunches were held at the IWK, VG, and HI sites with the “prize wheel” making an appearance awarding residents with treats. Daily prize draws were available to residents who answered the daily email questions emailed including a grand prize of 50 Fit Bit watches. The highlight of the week was a Physician Wellness Session delivered by Dr. Derrek Puddester, a National Leader on physician wellness.

Healthy Resident Program (Benefits Trust Fund)

This initiative is now in its second year and gaining popularity. Residency

programs can apply for funding to support wellness initiatives for residents. Specific initiatives have included joining a recreational sports league, resident lounge makeovers and kayak rentals at resident retreats. Any resident can apply for funding on behalf of their program via the readily available form found at www.MaritimeResidentDoctors.ca

Employee & Family Assistance Program

Maritime Resident Doctors 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 Nova Scotia

Professional Support Program (PSP)

The Well-being Chair remains involved in meetings with the PSP Advisory Committee. Issues discussed throughout

the year included the evaluation and strategic plan for the upcoming term and developmental of a “Doctors for Doctors” online resources for resident physicians seeking a primary care physician or other health care professional.

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 ensure excellence in our profession.

Resident Support

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



Resident Wellness Week: Left, Dr. Derek Puddester, right, resident prize wheel.

Resident Doctors of Canada Report by Dr. Melanie Adams

This year was a time of great change and restructuring for Resident Doctors of Canada. The year started out with a complete rebranding and official change of our organization's name from the Canadian Association of Interns and Residents (CAIR) to Resident Doctors of Canada (RDoC). It is felt that this change better reflects the evolving culture and terminology surrounding resident physicians across the country. RDoC continues to serve

as a unified voice for all resident physicians,

advocating for residents on issues pertaining to wellness, training, and representation.

RDoC continues to work on areas of interest to residents, including duty hours, the need for incorporating formal handover education into residency programs, competency based medical education and evaluation, accreditation standards, and ways in which we can ensure and maintain resident wellness.

In February of 2015, RDoC hosted a Resiliency Summit showcasing

"A Resiliency Curriculum in PGME". This summit brought a great deal of attention to the need for a pan-Canadian approach to resiliency training in order to ensure resident physicians across the country are able to identify, cope with, and recover from challenging experiences. RDoC has also worked on the reframing and updating of our Intimidation & Harassment and Fatigue Management Policy/Position papers.

**Resident
Doctors
of Canada**



**Médecins
résidents
du Canada**

Moving forward,
RDoC will
continue to serve

as a unified voice for residents across the country and will continue to help residents advocate for our unique interests at the national level. We are very grateful to all of the resident physicians, volunteers, committee/ liaison representatives, and stakeholders who work tirelessly to help us all achieve our goals.

For more information on Resident Doctors of Canada or to find out how you can get involved with the organization, please visit our website at residentdoctors.ca.

Site Reports

ANNAPOLIS by Dr. Matthew McClure

Being in the wine region of Nova Scotia our events this year included a Christmas dinner at Le Caveau restaurant. We had an excellent turnout of residents and their families for fondue and fun. We also had an end-of-year party at Luckett's Vineyard with food and music.

Additionally we had resident wellness yoga in Kentville. It was a great opportunity to unwind and participate in wellness activities in our community.

The Annapolis Valley residents would like to thank the Maritime Resident Doctors for their support in allowing us to have these events.

CAPE BRETON by Dr. Michael MacDonald

It was a good year in Sydney. Due to the small size of the Sydney site it is quite easy to organize informal activities.

Last year saw an array of events, from hikes along the Cabot Trail and Louisbourg, to pints on the waterfront and various seasonal events, especially in the summer months. Three of the larger events included the Resident Welcome party, Christmas party and a weekend of snowshoeing at Ski Tuonela for residents and their significant others.

In addition to resident wellness/ social events, the large undertaking in Sydney this year was an overhaul of the Resident Lounge. This space is also made available to visiting medical students and is the hub for learners in our hospital. It serves as our social space, but also as our call room, kitchen and work room with EMR access. Through much negotiation and proposal, our site was able to secure funding and the original 1999 space saw a much-appreciated face lift. There are still some final touches in-progress.

FREDERICTON

by Dr. Will Stymiest

Over the last year in Fredericton we've had a number of wellness and social events including movie nights, wine and cheese nights, scuba diving, laser tag, bowling, journal clubs and more. As a group of 14, many of our get togethers are impromptu and varied. We've only lightly dipped into our site fund, but thankfully we have a program that helps fund some of our wellness events. We have also tried to encourage interest in putting forward a Healthy Resident Program application. There are a few people who will hopefully have something within the next few months.

We have had a largely unremarkable year from a work hours and collective agreement prospective.

I have also been the New Brunswick Medical Society (NBMS) Representative

for the last year. In that time we've moved on creating a Members in Training Committee with representation from both medical students and residents. We have also helped the NBMS staff to create a physician retention and recruitment proposal to the Minister of Health.

Lacey Blyth has taken over as Fredericton Site Rep for this year. She will continue to keep you posted over the course of the next year.

We'll hopefully have a Healthy Resident Program ready in the before year end.

The NBMS and the Physicians in Training Committee will hopefully have some good news in the near future about physician retention and recruitment in New Brunswick.

Did you know?

Maritime Resident Doctors represents over 550 residents practicing at eight sites across Nova Scotia, New Brunswick and P.E.I.?

MONCTON

by Dr. Sasha Cormier-Meyer

This year the Moncton site was very active. R2s had two babies –My husband Neil and I welcomed Weston in July and Nico and his wife Hannah welcomed their son Amade in April. These two little boys became an integral part of the R2 gatherings at least once a month for dinner and socializing.

As far as Maritime Resident Doctors funded activities: While I was on mat leave, Sara, the interm rep, hosted an R1 welcome party. In December we had an 'Ugly sweater' Christmas party. In the winter we had a bowling night and pizza party that was extremely popular and much enjoyed. We also had a movie night shortly before the R2 exams as a way to de-stress. In the winter months we also had a "mystery wine tasting" party where everyone was asked to bring a bottle of wine with the label covered, and everyone who attended tried to guess the type and ranked their favorite choices. Prizes were given to the person that got the most correct, and also the person who brought the favorite red and favorite white wine. Additionally there was an end-of-year party to congratulate the R2s for

finishing their exams, and a welcome party for the new R1s.

Additionally the site visit and dinner with Daniel and Joanne at Catch 22 was attended by almost all the residents and was a delicious meal that everyone is still talking about. (I highly recommend that this becomes an annual staple!)

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

I very much enjoyed my two years serving on the board, and will miss you all! I am happy to welcome Rachel Doucet to the board who will be taking over my position as site rep.

Follow us on social:



Maritime Resident Doctors



@MarResDocs

PRINCE EDWARD ISLAND by Dr. Aimee MacDonald

September: Maritime Resident Doctors and Leanne hosted a site visit at the Gahan House in Charlottetown. Two residents won \$50 gift cards.

November: The Resident Christmas Party kicked off the holiday season.

January: Lunch for Teaching / R1 Orientation to Prince County Hospital.

SOUTH WEST NOVA by Dr. Leanne DeLong

This was the first year for the South West Nova site with five residents pioneering the program.

Our small group has worked hard this year to shape the program in its early stages of development. We've had a lot of good bonding timing throughout! The community has been incredibly warm and welcoming, and the docs have been fantastic to work with. Overall, things have been going fairly smoothly.

Wellness events included multiple dinners, trivia night, and a Christmas party. During Resident Appreciation

March: ART BATTLE, event at local brewery & Cross-Country Ski Day with après ski hot chocolate and cinnamon buns.

May: Savour Food and Wine Festival & Resident Wellness Week. Gift certificate draw/lunch provided.

June: End of the year luncheon.

Week we had a prize draw to encourage use of local establishments for fitness/recreation and relaxation. We purchased some items for our call room, including an exercise ball, yoga mat and resistance bands, and a toaster oven. And, we celebrated the end of the year with some ice cream!

Local site issues are still being worked through, including policy around overnight call during the week, and commuting to work during bad weather conditions. I'm looking forward to further involvement on the board this year as a PGY2!

SAINT JOHN by Dr. Patricia MacDonald

We tried to ensure that everyone enjoyed a bit of a break from their busy residency schedules during the 2014/2015 year.

We organized events including a Welcome BBQ for the incoming residents, which included "Residency Survival Bags". We also had a very successful Holiday Party hosted by Ben Phelan in the FM/EM program. This event included lots of ugly holiday sweaters.

Aimee Noel organized a night out at Britt's Pub with exciting wellness themed prizes. This event attracted a lot of residents that were visiting Saint John, which was great!

We wrapped the year off with another successful BBQ!

During Wellness Week, there was lunch provided to the residents one day and on another morning there was coffee and treats provided in the lounge. A Yoga night was planned uptown to help residents de-stress.

In Saint John this year, we also took advantage of the Healthy Resident Program and were able to purchase new patio furniture for our Med Ed patio.

Additionally, the lounge was kept well stocked with coffee to keep everyone going during their busy days and nights.



Maritime Resident Doctors Statement of Operations (General Fund)

*For the year ended June 30, 2015
- Unaudited -*



New doctors, new ideas

for better health care

REVENUES

	2015 Budget (\$)	2015 Actual (\$)	2014 Actual (\$)
Dues	475,000	487,382	471,384
Benefits trust fund administration	-	20,000	-
Resident trust fund administration	20,000	20,000	20,000
Resident trust fund membership events	40,000	40,000	40,000
	<u>535,000</u>	<u>567,382</u>	<u>531,384</u>

EXPENSES

Accounting	6,500	6,051	6,268
Amortization	2,500	2,806	2,282
Bad debts	-	2,968	1,519
Bank charges and interest	2,000	1,702	1,925
Board meetings	3,000	3,992	3,205
Board - office insurance	3,000	3,060	2,948
Board - staff development	10,000	13,180	11,739
Board - staff functions	6,000	7,730	5,695
Canadian Association of Internes and Residents	85,000	91,737	85,352
Consulting	-	6,440	-
Dues, licenses and fees	14,000	16,087	13,437
General legal	1,000	55	1,066
Gifts and donations	7,000	6,921	8,279
Grievances	-	4,529	6,990
Miscellaneous	1,000	(688)	109
Negotiations	10,000	8,523	1,561
Occupancy	37,000	39,308	37,872
Office	12,000	15,757	16,904
Publications and promotion	2,000	3,106	2,574
Salaries and benefits	285,000	282,686	276,633
Telephone and internet	6,000	7,344	6,937
Travel	12,000	21,021	11,517
Wellbeing and membership events	30,000	45,891	37,946
	<u>535,000</u>	<u>590,206</u>	<u>542,758</u>

DEFICIENCY OF REVENUES OVER EXPENSES

-	(22,824)	(11,374)
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