



**ANNUAL REPORT
2015-16**



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. J.P. King

We've had a productive year with both successes and challenges.

The new collective agreement was successfully negotiated despite the difficult current financial environment and will take us into the summer of 2018. We continue to enjoy our position with one of the best contracts in the country. Our communication with Resident Doctors of Canada and the other provincial house staff organizations continues to improve with a focus on national collaboration in the future.

Our media presence has seen one of the most successful years to date. We've had interviews regarding negotiations, changes to physician hiring practices, and National Resident Awareness Week. Resident profiles and social media posts (shown at right) have also helped explain our role in the health care system to members of the community.

Our year has not been without challenges. The lack of LMCC2 spots this year proved challenging for those in subspecialty matches and we worked quickly with our national partners to ensure those most affected would be able to take the exam. Consequently, we were successful in campaigning for allowing residents in their first year to take the exam. Likewise, we continue to add our support to the family medicine residents by voicing our concerns over the health authority's position approval process. Our meetings with NSHA have left us with a verbal offer of having resident representation on the approval of new physician positions in the province.

Our board engagement was definitely the greatest contributor to such a successful year. I would like to personally thank all the board members for their time, hard work, opinions, and perspectives on our many projects and issues.

Looking for answers? Visit our website at
www.MaritimeResidentDoctors.ca



I went into medicine to promote healthy living and prevention of disease. I enjoy being able to teach others about physical activity and a balanced diet so they can make smart lifestyle choices.

Rachel,
 1st year Family Medicine Resident

A resident is a doctor - a medical school graduate - who is receiving training in a specialty

New doctors, new ideas for better health care
 Learn more about resident doctors at www.MaritimeResidentDoctors.ca




One of the best parts of my job is operating. There's something immensely satisfying about fixing something that's been negatively affecting a patient's quality of life or health and seeing immediate results.

Gillian, 2nd year Resident
 Obstetrics & Gynaecology

A resident is a doctor - a medical school graduate - who is receiving training in a specialty

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CEO's Report

by Sandi Carew

It has been a pleasure serving our membership over the past year. It's hard to believe it has been 17 years since I started working for this organization. Each year has had challenges and changes, growth and new faces, each year busier than the last, and each just as exciting.

This year included the settlement of our most recent collective agreement. Although it was a rocky road, I believe this contract has kept us competitive across the country, and arguably the best resident contract in Canada. Our work does not stop there. We continue to enforce the agreement, survey our members, and plan for the next round as we try to stay atop.

I am also most proud of the work we do around resident wellness. It has always been a top priority for us, and over the years I have seen our activities and services grow from a Resident Well Being half day once a year, to the many monthly events, and advocacy services that we have today.

Much of this work can be credited to

an engaged and hardworking Board of Directors. Thank you to each and every resident who gives their time to fulfill their duties to this organization. We have become so strong because of this dedication and hard work.

Thank you as well to our very special staff. We are lucky to have a team with long term service to the association. Our team of five works hard on behalf of residents and is continuously moving into new territory as needed and coming up with creative ideas that benefit residents.

We love to see residents walk through our doors, so drop in to see us anytime. If there is anything we can do to help, reach out anytime sandi@mardocs.ca

Follow us on social:



Maritime Resident
Doctors



@MarResDocs



Maritime_
Resident_Doctors

Negotiations Chair Report

by Dr. Kathleen Singh

It was a pleasure to serve as your negotiations and workplace compliance chair over the 2015-2016 resident year. Our negotiations team was very active in the beginning of the year, finalizing our new agreement. Although this came early on in the year, it was a result of many hours of work and discussion at the table, cumulated over many months (over a year in fact!). There were considerable delays during the amalgamation of our health authority.

Credit should also be given to last year's team, and my predecessor, to help set the stage. It was a lot of hard work, in a difficult economic climate. Despite this, we feel our new agreement is a sign of success. Our wages remain one of the highest in the country, and we were able to maintain our position on other important areas of advocacy. We appreciated the members' support over this past year!



Residents get artistic during a Paint Nite Halifax event.

Well-being Chair Report

by Dr. Laura Swaney

Maritime Resident Doctors continues to advocate for and support resident wellness for all members. 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.

FITNESS EVENTS

Tuesday Night Yoga

Halifax Yoga continues to offer one-hour of limbering yoga for our residents. We added heat this year, to increase the “sweat factor”.

Sunday Morning Boot Camp

Well attended by a group of dedicated residents, we saw the number of residents grow over the season, as we “push-up” and “squatted” ourselves into better shape.

SOCIAL EVENTS

Library Party

To celebrate the end of summer 2015, MarDocs threw a party in the newly completed Halifax Public Library. Residents sipped cocktails on the rooftop level, enjoying views of the Halifax.

Golf Challenge

Another popular event is the annual golf tournament, held at Glenn Arbor this year. Fifty people, including residents, their partners and friends, attended with prizes received by all, kindly donated by our wonderful sponsors.

Other social events:

- LMCCII & Family Medicine Exam After-parties
- Noggins Farm Family Apple & Pumpkin Picking Day
- Movie Nights
- Yuk Yuk's Comedy Night
- Clay Café Night
- Rock Climbing
- Seasonal events & parties (Holiday party, Cookies with Santa)

RESIDENT WELLNESS WEEK

MarDocs continued this popular initiative to promote resident wellness. We swapped lunch for the most important meal of the day – breakfast, serving coffee and yogurt parfaits. Breakfasts were held at the IWK, VG, HI and various training sites across the Maritimes. Daily prize draws were available to residents who answered email questions.

HEALTHY RESIDENT PROGRAM

(MarDocs Benefits Trust Fund)

This initiative is now in its third year and gaining popularity. Thus far, 56 programs have been granted 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, axe throwing, deep-sea fishing, mindfulness training, healthy snacks while on call programs, paint nights, to name a few. Any resident can apply for funding on behalf of their program via the Healthy Resident Program form found at www.MaritimeResidentDoctors.ca

EFAP

Employee & Family Assistance Program

MarDocs continues to use the services of Shepell to provide resident members and their families with complimentary and confidential employee and family assistance program (EFAP) services such as: Nutrition Counselling, Confidential Counselling with an addiction focus, 24-hour crisis line - link into trained masters-level psychologists and social workers as counsellors, Family Supports: helping

to connect with day cares, march break camps, summer camps, Legal counselling (divorce, etc). The EFAP is available 24/7/365 via online access, telephone, and an app available for mobile devices.

Doctors NS PSP

(Professional Support Program)

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 SUPPORT

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

Resident Doctors of Canada Report

by Dr. Matthew Wu

It was another busy and exciting year for the Resident Doctors of Canada. We hit the ground running this year by addressing the issue of limited capacity in regards to the LMCC Part II, which left many residents frustrated, unable to register in order to challenge the fall examination. In collaboration with the

enhancing anonymous resident input during accreditation processes, improving fatigue risk management during training and optimizing handover practices to minimize patient error.

In April of 2016, at the Canadian Conference on Medical Education, RDoC

person accounts of the day-to-day clinical duties, challenges and perks of resident training in various specialties. We celebrated National Resident Wellness Day by providing tips and tricks to stay healthy during residency training, which highlighted the importance of stable mental and physical wellbeing during residency.

We are looking forward to the new challenges in the upcoming year particularly with the implementation of the new Resiliency curriculum into two pilot universities this fall. We are proud of the new curriculum that has been designed over the past two years, emphasizing the importance of developing skills to mitigate stress and optimize performance, in high-risk environments such as healthcare.

Moving forward, RDoC will continue to serve as the unified, national voice of all Canadian resident physicians. We will strive to represent the resident population as best we can in collaboration with other national health organizations to optimize resident training, wellness and patient care. All this work could not have been possible without all the selfless resident physicians, volunteers, committee/liason representatives and stake holders who have all generously donated their time and effort to see that these goals will be met to the highest standard.

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

**Resident
Doctors
of Canada**



**Médecins
résidents
du Canada**

Medical Council of Canada, we were pleased to announce changes that would help alleviate some of the capacity pressures, one of which was to allow some PGY-1 residents the opportunity to challenge the examination during the Spring session of their PGY-1 year allowing over 120 spots to open up for the Fall session.

RDoC continues to serve as the voice of residents by working on areas of interest surrounding optimizing resident wellness and training. This year, RDoC advocated on such issues that included

members presented on forums including Intimidation and Harassment Prevention in the Workplace, the Value of Leadership Opportunities for Learners and resident perspectives on easing the transition of Competency Based Medical Education into Canadian Residency Programs.

This year brought increased national exposure to resident physicians, bringing to light the wide array of responsibilities and excellent medical care that residents provide on a daily basis. In-depth Resident Profiles were posted on the Resident Doctors website, providing first-

Did you know?

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

Site Reports

FREDERICTON by Dr. Lacey Blyth

It's been an awesome year in Fredericton, and having funds for resident activities was so nice! We are a pretty active group and loved being able to rent gym space, purchase a ping pong table and show shoes, and complete the TreeGo course at Mactaquac with the money available to us.

Additionally, a few of our residents got married over the last year and we were able to use the remaining money to host a celebration in their honour.

We're looking forward to another year of fun with the residents joining us.



In 2015-16 we held a Resident Photo Contest to celebrate the launch of our Instagram account. The winner of our contest was Dr. James Milne, a PGY2 in Family Medicine (Cape Breton), with his photo of a canoe on the shore of Bras d'Or lake in picturesque Cape Breton.

MONCTON by Dr. Rachel Doucette

It has been a pleasure to be the Moncton site rep this academic year. Despite the distance the resident group here has felt very supported by Maritime Resident Doctors. We've appreciated site visits from Sandi and Daniel, and the frequent FYIs to keep us in the loop!

With our site budget, we were able to hold social events to promote resident cohesiveness including an Orientation Week Welcome party, Holiday party and Paint Nights. During Resident Wellness week we had a healthy group lunch brought in from a local Mexican restaurant. Resident Awareness week

was marked by a MarDocs poster campaign (starring yours truly), which were plastered around the hospital.

With funding from the Healthy Resident Program we started a new initiative called Healthy Snacks where we keep a stash of fresh healthy snacks and coffee in the resident lounge to keep us fueled with good calories and caffeine. It's been a good way to supplement the lack of healthy options in the hospital and to promote wellness.

Thanks for the opportunity to represent such an outstanding organization!

PEI by Dr. Sandi Ellsworth

PEI had a great time this year with many fun events. In the fall, we got 'Lost in the Woods' at PEI Escape Rooms. Over the winter holidays, we had a family bowling night and party. In the spring, we explored our creative sides at Art After Dark and let loose with the PEI Festival of Wines. We finished the year with a barbecue for our graduating R2s.

Also this year, we once again took advantage of the Benefits Trust Fund Healthy Resident Program. We used the funds to help run our 2nd Annual Bedpan Relay in support of the QEH and PCH hospital foundations. It was a great success with \$10,584 raised and 178 participants.

SOUTH WEST NOVA by Dr. Leanne DeLong

The South West Nova site survived its first year, and welcomed its second batch of five residents last July. So great to have the extra company! To kick off the year, we held an orientation event including lunch at Boston Pizza, a car rally and photo scavenger hunt of the Yarmouth area, and a barbecue supper & bonfire.

Boston Pizza trivia night was always a big hit, and our Christmas party at Dooly's was also well attended. We continued our tradition of providing snacks & treats for Academic days when

a resident had a birthday that month. We were also able to access funds from the Healthy Resident Program and held weekly yoga classes at the hospital for 10 weeks.

Later in the year, two of our residents (myself included) were expecting their first child. As I transitioned into my maternity leave, the interim site rep, Matt Kriese, organized a beautiful baby shower for us. To finish off the year, one of our residents hosted a barbecue social at her beautiful lakeside home.

SAINT JOHN by Dr. Jacqueline MacKay

2015-2016 kicked off with our annual welcome barbecue with some fantastic residency survival gift bags sponsored by Maritime Resident Doctors. The Wellness fund supported a weekly summer yoga series well attended by all residents and some resident partners. The annual Christmas party was hosted by Kyle McGivern and Robyn Penney.

A mindfulness dinner session supported by the Wellness fund allowed a number of residents to learn more about mindfulness science and practice. This session was given by Dr. Bill Cook of the

Iris Centre in Fredericton and was very well received.

Wellness week featured a resident lunch from Pita Pit as well as daily gift card draws. Our lounge has also been kept stocked with coffee.

Aimee Noel organized both a bowling night and a session at Break Out Saint John for more out of hospital fun!

No contractual issues were brought forward from the Saint John site this year.

Maritime Resident Doctors Board 2016-17

EXECUTIVE

President: JP King, RADI, PGY4
Vice President: Caitlin Lees, INTM, PGY4
Chair: Kiel Luhning, OBST, PGY3
Treasurer: Dave Watton, ANAE, PGY4
Secretary: Ashley Sutherland, DERM, PGY3
Negotiations/Compliance Chair:
Alex Botsford, RADI, PGY2
Well-Being Chair: Alyssa Smith, PEDI, PGY2

MEDICAL REPS

Alastair Dorreen, GAST, PGY5
Laura Downing, PSYH, PGY2
Leo Fares, ANAE, PGY1
Laura Fitzpatrick, RADI, PGY1
Stewart Forbes, ANAE, PGY3
Dominique Piche, PEDI, PGY2
Ravi Pulella, ANAE, PGY4
Kitt Turney, ANAE, PGY4

SURGICAL REPS

Ahmed Jad, SURG, PGY2
Amr Zaki, OPHT, PGY4
Aishwarya Sundaram, OPHT, PGY1
Kate Anderson, UROL, PGY1

MEDICAL STUDENT REP

Michael MacGillivray

FAMILY MEDICINE REPS

Annapolis: Catherine Buhariwalla, PGY2
Cape Breton: Maddy Ziss, PGY1
Fredericton: Lacey Blyth, PGY2
Halifax: Maggie Hadley, PGY2
Moncton: Nirmal Randhawa, PGY1
PEI: Ben Cameron, PGY1
Saint John: Jennifer Chang, PGY2
South West: Ryan Pawsey, PGY2

Maritime Resident Doctors Statement of Operations (General Fund)

*For the year ended June 30, 2016
- Unaudited -*



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for better health care

REVENUES

	2016 Budget (\$)	2016 Actual (\$)	2015 Actual (\$)
Dues	490,000	506,906	487,382
Benefits trust fund administration	40,000	40,000	20,000
Resident trust fund administration	20,000	20,000	20,000
Resident trust fund membership events	40,000	42,000	40,000
	<u>590,000</u>	<u>608,906</u>	<u>567,382</u>

EXPENSES

Accounting	6,500	4,738	6,051
Amortization	2,800	3,170	2,806
Bad debts	-	2,426	2,968
Bank charges and interest	2,000	1,238	1,702
Board - office insurance	3,200	3,061	3,060
Board - staff development	13,000	15,244	13,180
Board - staff functions	7,000	6,489	7,730
Board meetings	4,000	3,379	3,992
Consulting	-	-	6,440
Dues, licenses and fees	16,100	15,418	16,087
General legal	1,000	4,806	55
Gifts and donations	7,000	7,783	6,921
Grievances	-	2,502	4,529
Miscellaneous	1,000	878	(688)
Negotiations	15,000	15,138	8,523
Occupancy	44,000	22,983	39,308
Office	13,000	10,890	15,757
Publications and promotion	2,000	1,045	3,106
Resident Doctors of Canada	92,000	99,533	91,737
Salaries and benefits	305,000	296,884	282,686
Telephone and internet	7,400	6,144	7,344
Travel	18,000	13,202	21,021
Wellbeing and membership events	30,000	43,703	45,891
	<u>590,000</u>	<u>580,654</u>	<u>590,206</u>

EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES

	<u>-</u>	<u>28,252</u>	<u>(22,824)</u>
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