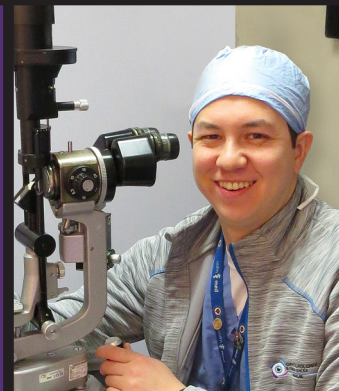




**MARITIME**  
**RESIDENT DOCTORS**

New doctors, new ideas  
for better health care

**ANNUAL REPORT  
2018**



## Maritime Resident Doctors Strategic Plan

### Maritime Resident Doctors Strategic Plan 2017

#### Mission Statement

Advocate for and contribute to an optimal educational and work environment for all resident doctors.

#### Vision Statement

Champion a supportive and engaging residency experience.

#### Motto

New doctors, new ideas  
for better health care



New doctors, new ideas

for better health care

#### Resident Wellness

Resident wellness is a top priority. We strive to make residency a happy, healthy experience through our wellness initiatives, our individual and group advocacy, our extensive benefits and employee and family assistance programs, and partnering with the university, all programs and the hospital to ensure access to services for all members.

#### Quality Collective Agreement and Adherence

We aim to enhance the everyday lives of residents by maintaining a quality collective agreement with provisions for balanced work hours, adequate salaries, and overall benefits. We focus our efforts on ensuring the agreement is adhered to and develop systems to allow for reporting on non-compliance.

#### Recruitment and Resource Planning

Through participation on committees and direct meetings with the health authority and government, we ensure residents are prepared for practice and are supported in finding work in suitable locations.

#### Engagement with Government

We ensure an active regional and local voice with relevant government departments by making ourselves available for government consultation and bringing forward the resident perspective on current issues. Our goal is to be a known source for government consultation.

#### Public Awareness

We maintain a clear and robust social media strategy with the right combination of social and traditional media channels. We strive to educate the general public as well as other healthcare professionals on residency training and its role in health care.

## President's Report

### by Dr. Catlin Lees

It has been a privilege to serve as the president of Maritime Resident Doctors over the past year. Between federal and provincial politics, the negotiation of a new collective agreement, and challenges surrounding physician recruitment, Maritime Resident Doctors has had a busy year with many successes.

The changes to personal income tax enacted by the federal government were of significant concern to many of our members. Maritime Resident Doctors took on a significant advocacy role in opposing the proposed changes, including presenting to the Senate Committee on National Finance and communicating our residents'

concerns to a number of political leaders, both provincial and federal. While the proposed tax changes were not altogether discarded, they were modified.

Maritime Resident Doctors has also continued to advocate for residents, particularly through committee work. We hold seats at the Nova Scotia Provincial Recruitment and Retention Advisory Committee, the Health System Physician Coordination Council, and the Dalhousie Postgraduate Medical Education Committee, amongst others. It is clear that the resident voice is valued by other stakeholders at the table, including the Nova Scotia Health Authority and the

Department of Health and Wellness. We look to continue to work closely with Dalhousie, government, and NSHA to meet the needs of residents.

Our Negotiations Chair, Dr. Alex Botsford, led the Negotiations Committee in very important work this year as our most recent collective agreement expired on July 1, 2018. We are very excited to have reached a collective agreement with the employer so quickly.

Our Wellness Co-Chairs, Drs. Alyssa Smith and Dominique Piche, have continued the Maritime Resident Doctors tradition of offering a range of fun and exciting

wellness events. This year, Dalhousie has also officially opened the Residents Affairs Office, an important avenue of support for residents.

I would like to thank the members of the board and the Maritime Resident Doctors staff for such a successful year. Our board members volunteer a significant amount of time to support and advocate for residents, and I am grateful to have been able to work with such wonderful people both in the hospital and around the boardroom table. The staff of Maritime Resident Doctors are a true strength of our organization and are an invaluable resource for residents.

## Maritime Resident Doctors Board 2017-18

### EXECUTIVE

**President:** Caitlin Lees, INTM

**Vice Pres.:** Stewart Forbes, ANAE

**Chair:** Kiel Luhning, OBST

**Treasurer:** Ahmed Jad, SURG

**Secretary:** Leo Fares, ANAE

**Negotiations/Compliance Chair:**

Alex Botsford, RADl

**Well-Being Co-Chairs:** Alyssa Smith, PEDI,

Dominique Piche, PEDI

### MEDICAL REPS

Albert Chang, INTM (SJ)

Laura Downing, PSYH

Daniel Altman, RESP

Laura Fitzpatrick, RADl

Ian Macdonald, RADl

Erin Quigley, PEDI

Marissa LeBlanc, PSYH

Nadia Hassanali, PSYH

### SURGICAL REPS

Aish Sundaram, OPHT

David Forner, OTOL

Devin Piccott, OTOL

Kate Anderson, UROL

### MEDICAL STUDENT REP

Sarah Tremaine

### FAMILY MEDICINE REPS

**Annapolis:** Kim Spencer

**Cape Breton:** Amrita Sembhi

**Fredericton:** Kara Allan

**Halifax:** Natasha MacInnis

**Moncton:** Dan Hines

**PEI:** Ben Cameron

**Saint John:** Simran Ohson

**South West:** Melanie Audette



## CEO's Report

by Sandi Carew

The highlight of the past year was definitely the preparation and successful completion of our collective agreement negotiations. It certainly led to a busy year. Even during this negotiations year, we still managed to move forward and carry out many other initiatives.

In keeping with our Strategic Plan, we have been proactive in developing our external relationships with government, NSHA, Dalhousie, Doctors Nova Scotia

and others. This has been important for us in having meaningful discussions on issues of importance to residents. An example of one area has been recruitment of new physicians and access to information on positions available and incentive programs.

Browse through this report and check out all the interesting wellness initiatives that we've been working on. Resident well-being remains a top priority for us and

you'll see how much we've been doing this past year. Feel free to pass along any of your own ideas/suggestions as we are always open to new wellness events.

I'd also like to mention the work our team has been doing on contract compliance. We've introduced a confidential reporting system on our website and we've used this to help direct change.

If you are working in an environment that is not adhering to our agreement, please let us know and we can help. Email me anytime with your feedback:  
[sandi@mardocs.ca](mailto:sandi@mardocs.ca)

We are also trying to recognize some of our own through our new Resident of the Month award. We have lots of stars among us who are positive role models so please look around and take a minute to nominate a deserving peer.

Thank you to those of you who volunteer your time

to this organization. We have a strong dedicated group who sit on our Board of Directors as well as many others who participate in committees and working groups. We are lucky to have such a keen group represent resident interests at so many tables.

I'd also like to offer many, many thanks to our wonderful staff who I have the pleasure to lead and work with every day. We are a well-oiled machine running at full speed most days!

My door is always open so please drop in, call or email if you have any issues you'd like to discuss or are in need of assistance.



*Our group getting ready to march in the Halifax Pride Parade.*

### Follow us on social:



**Maritime Resident Doctors**



**@MarResDocs**



**Maritime\_ Resident\_Doctors**

# Negotiations Chair Report

by Dr. Alex Botsford

2017-18 was a big year for the negotiations committee, as we entered into negotiations for a new collective agreement, which was ultimately ratified over the summer and will carry our members through to July 2021. This contract was the result of many hours of preparation by the Negotiations Team, several negotiation sessions with the employer and, perhaps most importantly, invaluable input from our membership through the survey and multiple meetings with chief residents. This extensive preparation process helped us approach the employer with concise, well-mapped out demands and the knowledge that we were truly representing our membership.

Much of the strong framework

established in the last collective agreement was carried over, with the following additional changes:

## **Wage increase of 4.5% over 3 years:**

With these increases, Dalhousie residents will be the highest paid in Canada. Starting salary for a new PGY1 resident as of July 1, 2018 is \$63,576.

## **Call Stipend increase of 4.5% over 3 years:**

This will firm up our call stipends at slightly above national average and opens the door for future increases with wages on subsequent contracts.

**Paid Floating Leave (Flex days):** One day per six months of active service will be granted by residents request, separate from vacation time or sick leave.

## **Education and Personal Development**

**Leave (five days minimum):** A minimum of five days paid leave will be provided for educational opportunities (e.g. conferences, seminars, fellowship interviews, etc). Days in addition to this entitlement may be granted in consultation and with the approval of the Program Director of the Residents own program.

**Taxi Post-Call:** Resident Physicians who feel they are unsafe to drive from their work location to their residence after working an in-house or upgraded call shift will be reimbursed for taxi transportation home and, if required, return to the work location for purposes of retrieving the vehicle to a maximum of twenty dollars (\$20) each way.

**Duty Schedules:** A minimum of four weeks notice is now required for residents' duty schedules

**Maternity Leave:** Language in the contract was updated to reflect changes to maternity leave implemented by the federal government this year.

In addition to work surrounding the new

collective agreement, we continued to enforce, monitor and update the anonymous online reporting system launched during the 2016-17 year. Although these are anonymous, they provided valuable insight into some of the more serious problems faced by residents which we sought to address with the new collective agreement.

Ensuring that this agreement is followed and that members are aware of many of the details within will continue to be the principal objective of the Negotiations and Workplace Compliance chair and all members of the MarDocs board of directors going forward.

On this note, August of 2018 marked the end of my two-year term as your Negotiations and Workplace Compliance chair. It has been a pleasure to serve our members in this capacity.

I have of course not been alone - our accomplishments in this new collective agreement would not have been possible without the negotiations team, the MarDocs staff and our 500+ members across the Maritimes.

## Did you know?

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

For lots of info on starting, surviving and finishing residency, visit our website at [www.MaritimeResidentDoctors.ca](http://www.MaritimeResidentDoctors.ca)

## Well-being Chair Report

by Dr. Alyssa Smith & Dr. Dominique Piche

Resident wellness remains a key priority for Maritime Resident Doctors, and we're very proud of the variety of wellness initiatives and advocacy work that is ongoing to promote resident well-being. A sampling of the year's activities and of available wellness programs is provided below – we encourage all residents to take part!

### FITNESS EVENTS

#### Yoga

Halifax Yoga continues to offer a weekly hour of yoga for our residents. Come join us to get your sweat and your Zen on.

#### Boot Camp

Sunday morning boot camps with Evolve

Fitness continue to be popular with our members, and are a great way to get in shape.

### GoodLife High Intensity Interval Training

A new fitness offering this year was the GoodLife HIIT Circuit Series. This challenging interval circuit series is designed for all levels to improve in strength, stability.

### SOCIAL EVENTS

- Christmas Cookies with Santa and Holiday Party
- Lunch and Learn Series
- Clay Café
- Haunted Corn Maze
- Jack O-Lantern Carving Contest

- Drive-In
- Apple Picking Day
- Plant-Nite
- Discovery Centre Days
- Day at the Museum
- Virtual Reality Night
- Curling for Camp Triumph
- St Patrick's Day Party
- Halloween/Post LMCC Party
- Axe Throwing
- Movie Nights
- Mooseheads games
- Pride Day Parade

### SITE VISITS:

Mardocs staff visited our distributed sites throughout the year, and continues to give funding to promote site specific wellness initiatives at all of our distributed sites throughout the Maritimes!

### LUNCH AND LEARN SERIES

Informal drop in sessions featuring free food and wellness related information including topics such as "Energy Management" by Jill Payne and "All You Need to Know About Shepell EFAP" were held at the VG, HI, and IWK. Complementary lunches, wellness related

information, and of course amazing prizes were given out.

### MarDocs Talks LIVE!

Mardocs started new YouTube live stream Q&A sessions called- Mardocs Talks LIVE! – topics featured this year included: NS Job Recruitment, Finances, Tax Tips, Benefits Plans to name a few!

### RESIDENT WELLNESS WEEK

Once again, Wellness Week was a great success. We served up 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. As an added bonus free five-minute massages were available to all those who dropped by. Daily prize draws were available to residents who answered email questions.

### RESIDENT OF THE MONTH AWARD

Mardocs launched a new resident of the month award to recognize resident physicians who exemplify a balanced lifestyle and promote wellbeing. Nominees may be recognized for a variety of characteristics including academic



Participants at our weekly Fitness Boot Camp at Evolve Fitness.



accomplishments, research activities, family life, community involvement, leadership, and promoting social events to name a few! Award winners are chosen on a monthly basis, and are provided with a prize value of \$100, a letter of award, and recognized on our social media for a job well done!

#### HEALTHY RESIDENT PROGRAM (MarDocs Benefits Trust Fund)

This initiative is now in its fourth year and continues to gain popularity. Programs have been granted funding to support wellness initiatives for residents. Specific initiatives have included joining a recreational sports league, resident lounge makeovers, kayak rentals at resident retreats, axe throwing, mindfulness training, healthy snacks to stock call rooms, and paint nights, just 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](http://www.MaritimeResidentDoctors.ca)

#### RESIDENT AFFAIRS PARTNERSHIP

MarDocs welcomed Dr. Carolyn Thomson to the new resident affairs office, which provides a safe and confidential

assistance to residents in all programs across the Maritimes. This exciting new resource offers a variety of support options including individual counselling, coaching, referrals, and support through academic difficulties. Contact them here:

Assistant Dean, Resident Affairs  
Faculty of Medicine Clinical Research  
Center Room C124  
5849 University Ave  
902 494 1874  
[Carolyn.thomson@dal.ca](mailto:Carolyn.thomson@dal.ca)

#### EFAP

MarDocs continues to use the services of Shepell to provide residents and their families with complimentary and confidential Employee and Family Assistance Program (EFAP) services such as: **nutrition counselling, confidential counselling with an addiction focus, a 24-hour crisis line** - link into trained masters-level psychologists and social workers as counsellors, **Family Supports** - including helping to connect with day cares, march break camps, and summer camps, as well as **Legal counselling** (divorce, etc). The EFAP is available 24/7/365 via online access, telephone,

and an app available for mobile devices. Looking for more information? Visit our website at:  
[www.MaritimeResidentDoctors.ca](http://www.MaritimeResidentDoctors.ca)

#### 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 continue to actively

monitor call schedules to ensure the conditions of the contract are being met. Additionally a website has been established to report confidential workplace compliance complaints at: [www.maritimeresidentdoctors.ca/confidential-workplace-compliance-complaint-form/](http://www.maritimeresidentdoctors.ca/confidential-workplace-compliance-complaint-form/) MarDocs continues to compile information and proactively work with programs to better workplace environments.



*The masterpieces at the end of a Paint Nite session in Sydney*

## Maritime Resident Doctors Statement of Operations (General Fund)

*For the year ended June 30, 2018  
- Unaudited -*



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### REVENUES

Dues  
Benefits trust fund administration  
Resident trust fund membership events  
Resident trust fund administration

### EXPENSES

Accounting  
Amortization  
Bad debts (recovery)  
Bank charges and interest  
Board - office insurance  
Board - staff development  
Board - staff functions  
Board meetings  
Consulting  
Dues, licenses and fees  
General legal  
Gifts and donations  
Grievances  
Miscellaneous  
Negotiations  
Occupancy  
Office  
Publications and promotion  
Resident Doctors of Canada  
Salaries and benefits  
Telephone and internet  
Travel  
Well-being and membership events

### EXCESS OF REVENUES OVER EXPENSES

	2018 Budget (\$)	2018 Actual (\$)	2017 Actual (\$)
<b>REVENUES</b>			
Dues	518,000	522,807	515,719
Benefits trust fund administration	40,000	60,000	40,000
Resident trust fund membership events	40,000	40,000	40,000
Resident trust fund administration	20,000	20,000	20,000
	<u>618,000</u>	<u>642,807</u>	<u>615,719</u>
<b>EXPENSES</b>			
Accounting	6,500	6,268	6,480
Amortization	3,000	1,724	2,547
Bad debts (recovery)	-	-	( 3,359)
Bank charges and interest	2,000	1,313	1,831
Board - office insurance	3,000	3,059	3,059
Board - staff development	18,000	18,507	19,263
Board - staff functions	9,000	9,577	8,372
Board meetings	4,500	4,193	4,213
Consulting	-	8,481	117
Dues, licenses and fees	17,000	13,372	16,661
General legal	2,000	-	859
Gifts and donations	9,000	8,232	10,787
Grievances	-	1,207	1,203
Miscellaneous	1,000	367	497
Negotiations	10,000	2,674	-
Occupancy	30,000	28,145	29,400
Office	15,000	11,254	15,304
Publications and promotion	2,000	1,866	1,229
Resident Doctors of Canada	95,000	91,589	101,783
Salaries and benefits	318,000	311,368	307,289
Telephone and internet	8,000	6,084	8,001
Travel	15,000	16,977	15,852
Well-being and membership events	50,000	43,539	36,793
	<u>618,000</u>	<u>589,796</u>	<u>588,181</u>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<u>-</u>	<u>53,011</u>	<u>27,538</u>



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