

SUMMER 2018

## From the desk of the CEO: Farewell & Negotiations Update

By Sandi Carew

Maritime Resident Doctors CEO

June brings with it a lot of excitement. Summer is here. Kids are out of school. Around here we say goodbye to all finishing residents and gear up for another complement of new residents for July 1st. I love this time of year.

Farewell to all of you who are finishing your residency. Congratulations! It's been a long road for you and I wish you all the best. I have had the pleasure of meeting most of you and I consider myself lucky to be working for such a great group of people.

All the best in your careers and in life. I hope you take with you some fond memories and have enjoyed your time here in the Maritimes.

### NEGOTIATIONS UPDATE

With our current agreement expiring on June 30th, many of you may be wondering about our Collective Agreement with the Nova Scotia Health Authority (NSHA). Negotiations are underway! We have a team of residents



working hard to ensure the best agreement we can get. We've taken the results of our membership survey, along with feedback from our two open forum sessions, and put together a proposal that has already been submitted to the

employer. They have also just given us their proposed changes. We have two days set aside in July to discuss these proposals and try to come to an agreement.

We usually require a few more meetings before we have a settlement to bring back

to you, all members, for a vote. We will keep you updated as we progress.

For now, we continue on with the same terms as the current agreement until we have a new signed agreement.

We do have a pay increase negotiated for

June 30th, so in addition to the increase to a new PGY level, you'll also see a small 0.5% increase for July 1st.

If you have any questions about negotiations please feel free to contact me anytime at sandi@mardocs.ca

INSIDE...

### WELLNESS CHAMPION

Mardocs Well-Being Award  
winner for 2018

PAGE 3



### HEAD OF THE CLASS

Mardocs hands out  
annual teaching award

PAGE 5



## *Your residency is wrapping up, now what about your benefits?*

### ***Finishing Your Residency?***

Please note, your benefits will terminate on the date you finish your residency. After this date your Manulife Financial cards will no longer be valid. If you would like to continue with an individual Manulife FollowMe Plan, please contact 1-866-318-2727.

Your MHCSI/Lawton's pharmacy discount cards will not expire until December 31st, 2018. You may continue to utilize the benefits of this discount program at the pharmacy and front store.



### ***Fellowship & Your Benefits***

Are you finishing your residency now, but returning to residency in the fall to do a fellowship? If you would like to maintain your Manulife Financial coverage in the meantime, contact Leanne to obtain permission from Manulife to bridge your coverage. You will remain on the plan without an interruption of coverage, but you will be required to pay the full cost of the monthly benefit amount and your dues, as you will not be paid during this time and the employer will not be contributing.

For more information, email [Leanne@mardocs.ca](mailto:Leanne@mardocs.ca) or call 902-404-3594.

## ***Healthcare Spending Account: Some relief for costs that add up***

Did you know that your benefits include a Healthcare Spending Account (HSA)? At the beginning of each year you receive a credit of \$100 in your HSA that you can claim towards eligible medical expenses for you or your eligible dependents.

The HSA can be used to "top-up" the unpaid portion of your Health and Dental claims, or to reimburse you for any other medical expense. At the end of the year (June 30), any unused balance is forfeited.

### **What can I claim under the Healthcare Spending Account?**

- Prescription drug co-pays
- Dental co-pays
- Unpaid balance of Vision claims
- Paramedical claims after plan maximum has been reached
- Medical expenses approved by the CRA for the Medical Expense Tax Credit

### **What is not covered?**

- Over the counter drugs
- Gym memberships
- Fitness Equipment / clothing

## ***Healthy Resident Program: Funding available for 2018***

One wellness initiative available through Maritime Resident Doctors aims to help residents one program at a time.

The Benefits Trust Fund Healthy Resident Program began in 2014 to help address mental health issues in residents. Current residents can apply to the Fund for program-related initiatives. Residents must apply on behalf of their program. Maximum amount per program is \$2,000 annually.

So what kinds of things does the program help with? Here are some of the things that have been funded recently:

- Axe throwing
- Dodgeball team
- Ice Cream rounds
- Kayaking at resident retreat

- Deep sea fishing
- Lounge upgrades
- On-call healthy snacks
- Healthy academic half day breaks
- Resident coffee house
- Yoga sessions
- River rafting

Did you know that the Healthy Resident Program is one of the few initiatives that we run that follows the calendar year, not the resident year? So the resident year may be ending, but we're smack in the middle of the Healthy Resident Program season. To put forward your idea, complete an online application at least 30 days in advance of the start date of the initiative. Visit our website - [www.MaritimeResidentDoctors.ca](http://www.MaritimeResidentDoctors.ca) - for more info to fill out an application.

## Resident Well-Being Award presented to Dr. Devin Piccott (PGY2, OTOL)

Maritime Resident Doctors is pleased to announce Dr. Devin Piccott (PGY2, Otolaryngology) as the winner of this year's Resident Well-Being Award.

This peer-nominated award recognizes a resident who makes an outstanding contribution to resident well-being. This includes: being a strong team player, showing respect for peers & patients, dedication, approachability, serving as a role model for balancing work & personal life and enhancing the residency experience through teaching & support of peers. A committee of residents reviewed the nominations and selected the winner.

Dr. Piccott's nomination outlines a program that is tight-knit, supportive and regularly led by one wellness champion. In fact, this is the second Well-Being award for resident in Otolaryngology in the past three years. This year it was Dr. Piccott's turn to lead the well-being charge, and he tackled the task with full effort.

"He has arranged numerous resident outings in an effort to both build team bonding and to support work-life balance," his nomination outlined. "Examples of this include arranging a resident golf day in the Valley, including lunch and dinner, and less formal events, including attending hockey games and local restaurants."

An approachable and easy going member of the resident group, Dr. Piccott also spearhead a much-needed revitalization of the program lounge, in cooperation with program director Dr. Gerard Corsten.

More than just an organizer, Dr. Piccott also practices what he preaches, striving to maintain a positive work-life balance

in the high-pressure environment of a surgical residency.

"He is well known to be a dedicated resident but manages to find a balance that allows him to be actively involved in his personal fitness and development, often being found going on weekend hikes, spending time with his wife and pets, refereeing high level hockey, and maintaining his personal relationships outside of work," his nomination adds.

"He will often check in with the other junior residents to ensure they are doing the same, and always offers encouraging words to look after oneself. This is achieved despite undertaking multiple research projects within the division and developing outstanding surgical skills. Dr. Piccott also promotes key Maritime Resident Doctors



Dr. Devin Piccott, right, receives the 2018 Maritime Resident Doctors Resident Well-Being Award, presented by colleague Dr. David Forner

initiatives such as holiday gatherings and services available through the health plan."

Congratulations Dr. Devin Piccott on receiving the 2018 Maritime Resident Doctors Well-Being Award!

### Experiencing Contract Violations? Let us know!

- Our new Workplace Compliance Complaint Form is available on our homepage.
- It will collect data that will allow us to work with programs to improve conditions and work hours of our members.
- To use the form, go to [www.MaritimeResidentDoctors.ca](http://www.MaritimeResidentDoctors.ca)

**CLICK HERE TO USE IT NOW!**



# Know Your Contract

## **Holiday Lieu Time**

*by Sandi Carew, Maritime Resident Doctors CEO*

*19.05 Residents shall be entitled to a holiday with pay on the following statutory holidays:*

*New Year's Day  
Natal Day (or local equivalent)  
Good Friday  
Easter Monday  
Victoria Day  
Canada Day  
Labour Day  
Thanksgiving Day  
Remembrance Day  
Christmas Day  
Boxing Day*

*And any other day declared as a statutory holiday by the Province in which the Resident is providing a service.*

*If a paid holiday falls or is observed during the vacation leave of a Resident the Resident will become entitled to an extra day of paid leave to be taken at a time as determined by the Resident and the Program Director.*

*19.06 A Resident who is required to work on a holiday is entitled to time off without loss of salary equivalent to the amount of time worked by him/her on that day. A Resident will be considered to have been required to work on a holiday if he or she has worked at any time during the twenty-four (24) hours of the day on which the holiday falls. Such time off shall be taken within sixty (60) days of the holiday worked and at a time agreed upon by the Resident and the program director.*

***Note: As an example, for the July 1 holiday, NSHA gives the Monday as the holiday time. This year, any resident working any part of Monday, July 2 (that includes overnight Sunday into Monday or on Monday) is entitled to a lieu day. Residents working Sunday, July 1, who get Monday, July 2, off are not entitled to lieu time as a day off has already been provided. An exception to this is for residents on Emerg shift rotations. There is no holiday lieu time for those rotations as they are already reduced by one shift per month to include holiday time.***

***For a complete look at this article or the entire collective agreement [CLICK HERE](#).***

***If you have any questions always feel free to contact me at [sandi@mardocs.ca](mailto:sandi@mardocs.ca)***

## Dr. Daniel Carver wins Mardocs Excellence-in-Teaching Award

Earlier this year, Dr. Daniel Carver was presented with Maritime Resident Doctors' Excellence in Teaching Award.

The award is given annually to a team leader who has exemplary skills in patient care, teaching and interactions with residents.

A committee, made up of residents, reviewed the nominations and selected Dr. Carver as most deserving of this award.

His nomination described Dr. Carver as a dedicated and humble geriatrician who provides high quality care to each of his patients.

"When we think about why Dr. Carver deserves this award," the nomination goes on, "the first thing that comes to mind is the way he makes trainees feel when working with him."

"There is nothing that compares to the safe and encouraging atmosphere he creates for learners in the clinical setting. He leads by example and treats patients and families with the utmost respect."

In addition to the award, \$500 was donated in Dr. Carver's name to the Alzheimer Society Nova Scotia, to commemorate his outstanding teaching. The Geriatric program also match

Maritime Resident Doctors' donation in his honour.

The nomination details a thoughtful and inspiring teacher.

"He has perfected the art of listening. He takes the time to listen to patients and families, he is always able to identify and prioritize problems and concerns. As a learner working with him, there is a sense of calmness in the room, of honesty and a strong sense of caring. He is good humored and empathetic. He does not rush his patients, and as a result he is often found to be the last one in the clinic or on the inpatient unit.

"It is impossible to separate Dr. Carver the expert clinician from Dr. Carver the inspiring teacher. He always makes trainees feel valued and supported. He takes the time to provide bedside teaching that is appropriate to the clinical situation and to the level of the learner. He has worked with many residents, and we have often heard fellow residents saying that they



*Dr. Daniel Carver, left, receives his Excellence-in-Teaching Award from Sandi Carew, CEO of Maritime Resident Doctors.*

don't mind being on-call at all when they get the chance to work with Dr. Carver."

On behalf of the members, board and staff of MarDocs, we would like to congratulate Dr. Carver on this award.

**NEW  
DOCTORS**



**NEW  
IDEAS**



**FOR  
BETTER**



**HEALTH  
CARE**



## Maritime Resident Doctors Events



### Fitness Boot Camp

*Our weekly Fitness Boot Camp series continues on Sunday mornings (9 a.m.) at Evolve Fitness. The gang is pictured here during Wellness Week in matching Mardocs tops.*



### Mardocs Talks LIVE! on CBME

*On Wednesday, May 16, we held our latest Mardocs Talks LIVE! YouTube Q&A live stream, discussing CBME with Dr. Janice Chisholm and Dr. Katie Anderson. (Available OnDemand)*



### Plant Nite Halifax

*On Tuesday, Feb. 20, a group of residents tried to escape winter with a little indoor gardening at Plant Nite Halifax.*



### Touring around the Maritimes

*Our team made a number of stops at our teaching sites outside of Halifax this resident year, including this stop in Cape Breton for an edition of Paint Nite Sydney*

## Wellness Week 2018



*April 30 - May 4 we celebrated Resident Wellness Week once again in the Maritimes. The week featured daily prize giveaways, wellness coffee breaks at the Halifax hospitals (featuring yogurt parfaits, coffee and five-minute massages), a trip to the trampoline park, a special financial keynote (pictured, right) and a variety of site events throughout the Maritimes. Stay tuned for more wellness events all year round!*





## Maritime Resident Doctors Awareness Campaign

National Resident Awareness Week took place on February 5-9, and once again we took the opportunity to promote who residents are and what they do via promotional pieces, media outreach and a social media campaign.

A big part of our campaign was the release of four new installments of our testimonial-style ads featuring active residents from the Maritimes.

We're always looking for more residents to feature in our campaign. If you are willing to be a future face of our campaign, [CLICK HERE](#) to fill out a short survey.

To view all of our installments thus far, [CLICK HERE](#).



*The resiliency and creativity of children inspires me to no end. I am motivated by the ability to impact the youngest generation, helping children reach their full potential.*

**Dominique, 3<sup>rd</sup> year Pediatrics 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](http://www.MaritimeResidentDoctors.ca)

**MARITIME RESIDENT DOCTORS**



### Residency is tough. We would like to help.

The Healthy Resident Program was established by the Maritime Resident Doctors Benefits Trust Fund and is available to residency programs who would like to incorporate more mental health/wellness initiatives into their training.

#### Who Can Apply?

Residents can apply for funding on behalf of their program.

#### What Types Of Programs Are Eligible?

Priority will be given to programs that apply for funding to promote good mental health in the workplace.

#### How Can I Apply?

Visit [www.MaritimeResidentDoctors.ca](http://www.MaritimeResidentDoctors.ca) and fill out the online application.

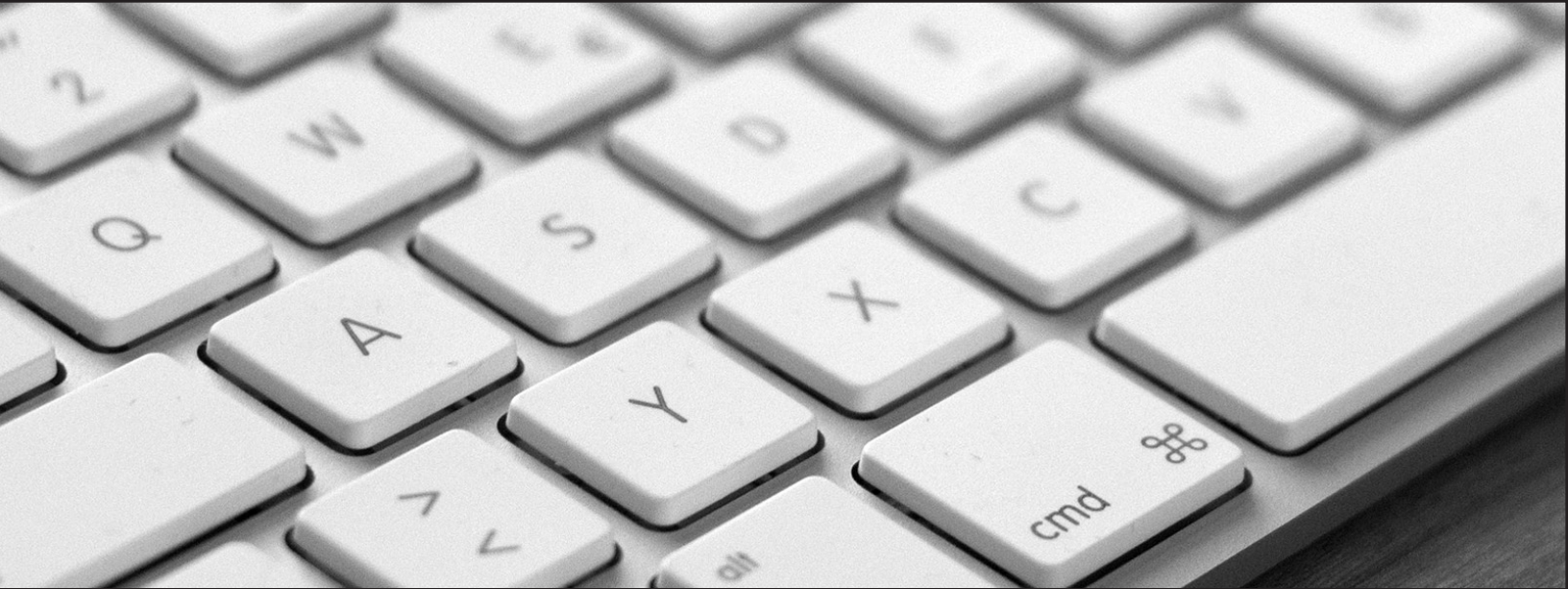
In a survey of Canadian residents, almost a third (30%) reported having experienced a mental health issue.

A survey of Canadian physicians reported that over a quarter (26%) stated that their mental health made it difficult to work.

Depression is the number one common indication based on prescription drug costs for the Maritime Resident Doctors benefits plan.

14% of the Maritime Resident Doctors benefits plan drug costs are directly associated with depression.





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