

Maritime Resident Doctors Annual Report 2019

MARITIME 
RESIDENT DOCTORS

 **50**
1969  2019

Celebrating 50 years of new doctors, new ideas, for better health care

President's Report

by Dr. Catlin Lees

Once again, I've had the privilege of serving as the president of Maritime Resident Doctors for the past year. We have had an eventful year, with the implementation of a new collective agreement, accreditation, and ongoing advocacy work on behalf of residents.

Our new collective agreement was ratified this year, which has brought us improved compensation (for both salaries and call stipends), the addition of two new days of paid floating leave, reimbursement for taxi fares when post-call, improved advance publication of schedules, and protected time for educational and personal development. This collective agreement will expire on June 30, 2021, and prior to our next round of negotiations we will continue to actively monitor contract compliance and implementation.

Dalhousie's Postgraduate Medical Education (PGME) accreditation visit this

year was, overall, a success, with our next institution-wide follow-up in eight years. A number of leading practices were identified and our successes were recognised and celebrated. However, two of our 52 residency programs received a notice of intent to withdraw accreditation.

While this is certainly of great concern for residents, particularly the ones training in those programs, Maritime Resident Doctors has been liaising regularly with PGME to provide support and assistance as the issues in these programs are addressed. We are reassured by the commitment displayed towards improving the learning environment in these programs and hope for residents to continue to see improvements.

Committee work has continued to be an important avenue of advocacy for Maritime Resident Doctors. We hold seats at the Nova Scotia Provincial Recruitment

and Retention Advisory Committee, the board of directors of Doctors Nova Scotia, and the Dalhousie Postgraduate Medical Education Committee, amongst many others. The voices of residents are heard, valued, and actively sought out by external organizations.

Maritime Resident Doctors has also continued to provide residents with resources to improve wellness. Our Wellness Chair, Dr. Katie Anderson, has organized a number of fun and exciting wellness events, from a fabulous showing at the Pride Parade to axe throwing.

Of course, none of the successes of the past year would have been possible without our dedicated board of directors and the Maritime Resident Doctors staff. I am also excited to handover the responsibilities of president to Dr. Leo Fares, who will be an excellent resident leader as we move forward.

Maritime Resident Doctors Board 2018-19

EXECUTIVE

President: Dr. Caitlin Lees, PALC

Vice President: Dr. Leo Fares, ANAE

Chair: Dr. Dan Altman, RESP

Treasurer: Dr. Ahmed Jad, SURG

Secretary: Dr. Alyssa Smith, PEDI

Negotiations/Compliance Chair:

Dr. Mike MacGillivray, DERM

Well-Being: Dr. Kate Anderson, UROL

SURGICAL REPS

Dr. Devin Ferguson, ORTH

Dr. David Forner, OTOL

Dr. Kiel Luhning, OBST

Dr. Devin Piccott, OTOL

MEDICAL REPS

Dr. Alex Botsford, RADI

Dr. Kelly Eggink, EMER

Dr. Marissa LeBlanc, PSYH

Dr. Katie Lines, PSYH

Dr. Ian Macdonald, RADI

Dr. Dominique Piche, PEDI

Dr. Erin Quigley, PEDI

Dr. Alex Saunders, INTS

RDoC REPS

Dr. Marissa LeBlanc, PSYH

Dr. Leo Fares, ANAE

FAMILY MEDICINE REPS

Annapolis: Dr. Hillary Lavelle

Cape Breton: Dr. Alex Trajkovski

Fredericton: Dr. Lynn Symington

Halifax: Dr. Natasha MacInnis

Halifax: Dr. Stephanie Fong

Moncton: Dr. Nick Ault

PEI: Dr. Devin Magennis

Saint John: Dr. Chris Nava

South West: Dr. John Sehl

MEDICAL STUDENT REP

Pat Holland

CEO's Report

by Sandi Carew

2019 marked the 50th anniversary of Maritime Resident Doctors. That's 50 years of busy resident volunteers working hard to make improvements to their training experience. I'm sure a lot has changed since the very first Board of Directors was formed. I certainly have witnessed lots of positive changes around work hours and resident wellness. This year also marked 20 years that I have been with the organization. I can vouch for the many, many dedicated resident volunteers that give up their time and the changes they have made. It has been a privilege working with all of them.

This past year was no different. I had the pleasure of working with a truly awesome Board! We administered the new collective agreement, participated in the most recent accreditation process, expanded our relationships with government and other key stakeholders, celebrated our 50th anniversary, improved contract compliance and implemented our many wellness initiatives. Details on many of our activities can be found throughout this report.

We are lucky to have an exceptional staff working for MarDocs as well. Thank you to Leanne, Daniel, Verlie and Cristy for

their hard work and commitment to the organization. They make things happen!

I'd also like to give a special thank you to Caitlin Lees who just finished two years as our President and continues to be an asset to our Board as Past President. She has been available on countless occasions to answer questions, attend meetings, and handle media/external requests. Of course, all while juggling her own residency! Thank you, Caitlin.

I look forward to another great year and hope to meet many of you at our events. Feel free to reach out to me anytime.

Negotiations Chair Report

by Michael MacGillivray

2018-19 was another great year for the negotiations committee. Our latest contract was ratified in August of 2018 and will carry our members through to July 2021. The committee is indebted to our past chair, Dr. Alex Botsford, previous iterations of the negotiations committee and continued feedback from our members. Working from the strong framework established in previous collective agreements, we now have the most comprehensive contract in the history of Maritime Resident Doctors. In speaking with other residents across the country it has become apparent that our contract is one of, if not the best, resident physician contract in the country. For example, we are the highest paid residents in Canada and we also have the most flexible vacation system.

Our current contract addresses many issues which cropped up for residents during our previous collective agreement. Nevertheless, the negotiations committee continued to look for ways to better our contract and continue to make the resident physician experience the best it can be for residents working in the Maritimes. With continued input from our members we will continue to be able to advocate for you now and as we gear up for our next round of negotiations in 2021.

With our collective agreement in place, the main focus of the negotiations committee in 2018-19 was ensuring adherence to this agreement. Throughout this past year we successfully troubleshooted various issues put forth by individual residents, entire specialties and entire sites. We advocated strongly during contingency planning when Saudi

residents were on the verge of having their services pulled from health authorities across the Maritimes. When new Family Medicine sites opened for July 2019, we worked with post-graduate medical education, the health authorities and residents to ensure the facilities at these new sites were in keeping with items outlined in our collective agreement.

It was my pleasure to serve as your negotiations chair for the 2018-19 year. Thanks to our members for entrusting me and other members of the committee with their feedback. Thanks also to the other members of the board who have given their time advocating and working for resident physicians in the Maritimes. With such continued efforts, I know with future iterations of the Board that the resident experience both at work and at home will continue to be one of the best in Canada.

Well-Being Chair Report

by Kate Anderson

Mardocs 50th Anniversary year was marked by a thriving Wellness activity calendar filled with well-attended social events to help our residents live their most healthy lives. Examples of some of the great initiatives from the specific categories under the Well-Being arm of Mardocs are listed below.

SOCIAL EVENTS:

Catching up with colleagues and friends was easy to do since Mardocs held so many fun social events for its members throughout the year. Hopefully you made it out to some of these great events, but if not don't worry, there will be lots more fun stuff on the docket for 2019/2020!

- Halloween Social / Post LMCC party
- Mooseheads Game in November
- Resident Holiday Cocktail Party
- Clay Café Art night
- 50th Anniversary Gala at the Lord Nelson Hotel
- Curling Fundraiser for Camp Triumph
- Wellness Leader Jill Payne: Guest Speaker on Energy Management
- Halifax Comedy Fest! night out
- Mardocs at the theatre for The Color Purple
- Farewell social at Waterfront Warehouse
- Halifax Pride Parade Mardocs Float

Here's some of the events that were geared towards residents with kids (and/or residents who are kids at heart!):

- Valley Family Day at Noggins Corner
- Milk and Cookies with Santa for the kids
- Movie Matinee to see Dumbo on the big screen
- Museum day: Dinosaurs Unearthed!

FITNESS EVENTS:

As we all know, healthier doctors lead to healthier patients. Our weekly fitness boot camp at Evolve Fitness and Yoga at Halifax Yoga were as popular as ever, helping to keep Maritime residents lean, lithe, and zen. Namaste.

BENEFITS TRUST FUND AND MENTAL HEALTH SUPPORT

The Healthy Resident Program fund was utilized by many Wellness champions again this year to accomplish improved mental health and wellness initiatives in their respective programs. Some programs went out for a "Team dinner" or did activities such as braving the high ropes course at OnTree park. Others used the funds to purchase healthy snacks to have available for their residents on call.

Our Group Benefits changed recently to include an increase in the "wellness account" for each resident to \$250/year and an increase in in Psychology benefit to \$1,500/year.

Mardocs launched a link on their website last year for residents to confidentially report contract violations if they arose. The link can be found on the website @ <https://www.maritimeresidentdoctors.ca/confidential-workplace-compliance-complaint-form/>

Finally, our EFAP by Shepell continued to support Mardocs residents in a whole host of ways including: Well-being, mental health, legal and financial advice in a



President Dr. Caitlin Lees addressing the crowd at Mardocs 50th Anniversary Party.

completely confidential manner. As well, they supply a phone counselling service which is available 24/7 @ 1-800-387-4765.

RECOGNITION AND GIVEAWAYS:

Both the National Resident Awareness Week (February 2019) and the Resident Wellness Week (April 2019) were a lot of fun with free coffee breaks, lots of swag and giveaways. These two weeks help to bring recognition and give thanks to all the Mardocs residents who put in hard work for their patients every day of every week! Other residents got lucky during Mardocs "12 Days of Christmas Giveaways" with gift cards to places like Starbucks, Lush, and Cineplex theatres.

Some particularly outstanding residents among us were nominated by their peers as deserving of the Resident of the Month award. Kudos to everyone who won and to those who took time to nominate exemplary residents in their programs!

Congratulations to everyone for working hard to include wellness and self-care into your very busy lives. It has been a pleasure representing Mardocs as the Well-Being Chair this year.

Resident Doctors of Canada Report

Submitted by Resident Doctors of Canada

At the RDoC 2018 Annual General Meeting in Kingston, ON, which took place on June 9, 2018, the new RDoC Board of Directors was elected. The Board consisted of fourteen new members and five returning members. The Executive Committee of the Board of Directors consisted of:

- Dr. Michael Arget, PGY3 Internal Medicine, Saskatchewan (President)
- Dr. Emily Stewart, PGY3 Emergency Medicine, UBC (Vice President)
- Dr. Alana Fleet, PGY2 Physical Medicine & Rehabilitation, UBC (Board Chair & Corporate Secretary)
- Dr. Bryce Durafour, PGY4 Neurology, Queens (Treasurer)
- Dr. Melanie Bechard, PGY4 Pediatrics, Toronto (Past President)

(Link)

On the weekend of August 10-12, 2018, RDoC hosted a series of RDoC Committee Meetings in Ottawa. RDoC's Executive, Training, Practice and Wellness Committees, and the Resiliency Working Group, each gathered in Ottawa to meet in person and make plans for new and existing projects.

On Saturday, October 20, 2019, at the International Conference on Residency Education in Halifax, RDoC released the report from its 2018 National Resident Survey, providing valuable empirical data on issues faced by today's resident doctors. The results of the survey highlight some very pressing issues in medical education. The report is available on the RDoC website. (Link)

At the November 24-25, 2018 Board of Directors meeting in Ottawa, RDoC's new Strategic Plan 2018-2023 was approved. Vision, mission, themes and strategic objectives for the coming years were determined collaboratively to guide present and future activity. More about the RDoC Strategic Plan 2018-2023 can be found on the RDoC website as well. (Link)

In collaboration with provincial partners including Maritime Resident Doctors, RDoC celebrated the work done by resident physicians in Canadian health systems and patient care with Resident Awareness Week 2019 (February 4-8). New promotional resources were launched, including an updated Ten Fast

Facts infographic, and a new infographic, "What Does It Take to Become a Resident Doctor?" (Link)

On March 1, 2019, The RDoC Accreditation Project Team held a meeting in Ottawa to discuss educational/training offerings in accreditation, a method to evaluate the implementation of the pre-accreditation questionnaire, and the development of an abbreviated questionnaire for external reviews.

On March 20, 2019, RDoC publicly announced the recipients of this year's RDoC Awards, celebrating five inspiring individuals who are creating a stronger health system that benefits all Canadians. The awards were presented on Sunday, April 14, 2019 in Niagara Falls, in conjunction with CCME. (Link)

On May 29-30, 2019, RDoC hosted a Positive Work Environment Summit. The purpose of the summit was to bring together representatives from multiple healthcare delivery professions to address the barriers and challenges involved in creating positive working environments, and to collectively discuss potential strategies for sustainable improvement. (Link)



Mardocs representatives at the 2019 Halifax Pride Parade

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Maritime Resident Doctors



@MarResDocs

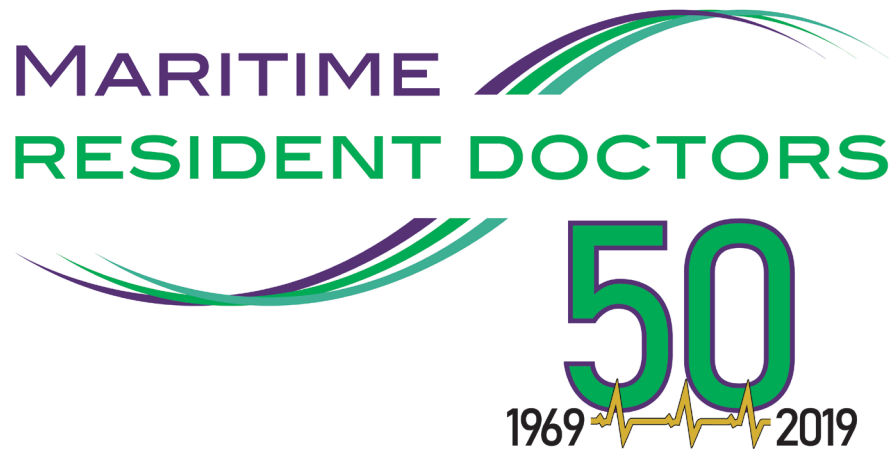


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Maritime Resident Doctors Statement of Operations (General Fund)

*For the year ended June 30, 2019
- Unaudited -*

	2019 Budget \$	2019 Actual \$	2018 Actual \$
REVENUES			
Dues	525,000	539,018	522,807
Benefits trust fund administration	60,000	60,000	60,000
Resident trust fund membership events	40,000	40,000	40,000
Resident trust fund administration	<u>20,000</u>	<u>20,000</u>	<u>20,000</u>
	<u>645,000</u>	<u>659,018</u>	<u>642,807</u>
EXPENSES			
Accounting	6,500	7,780	6,268
Amortization	3,000	1,927	1,724
Bad debts (recovery)	-	7,114	-
Bank charges and interest	2,000	895	1,313
Board - office insurance	3,200	3,089	3,059
Board - staff development	20,000	17,727	18,507
Board - staff functions	10,000	11,577	9,577
Board meetings	4,500	2,757	4,193
Consulting	-	1,123	8,481
Dues, licenses and fees	15,000	13,150	13,372
Gifts and donations	10,000	7,712	8,232
Grievances	2,000	-	1,207
Miscellaneous	1,000	1,137	367
Negotiations	10,000	14,490	2,674
Occupancy	32,000	28,003	28,145
Office	15,000	11,713	11,254
Publications and promotion	3,000	3,282	1,866
Resident Doctors of Canada	93,000	93,556	91,589
Salaries and benefits	330,000	325,883	311,368
Telephone and internet	8,000	7,691	6,084
Travel	18,000	14,696	16,977
Well-being and membership events	<u>50,000</u>	<u>46,175</u>	<u>43,539</u>
	<u>636,200</u>	<u>621,477</u>	<u>589,796</u>
EXCESS OF REVENUES OVER EXPENSES	<u>8,800</u>	<u>37,541</u>	<u>53,011</u>



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