



Maritime Resident Doctors Annual Report 2019-20

MARITIME
RESIDENT DOCTORS



President's Report

by Dr. Leo Fares

It was my privilege to serve as the president of Maritime Resident Doctors over the past year. We had opportunities and challenges in 2019-2020, and we rose to the call of both.

I endeavored to be 'bolder' with our association. I wanted to be responsive to our members' needs and effectively advocate for residents. It was important to increase our visibility amongst our stakeholders and we actively worked to further build these bridges. I believe we were successful in making gains and strengthening ties with Dalhousie University's Post Graduate Medical Education, Resident Affairs and Medical Alumni Association offices. We began conversations with the leadership at Nova Scotia Health Authority and the Nova Scotia Department of Health and Wellness to determine ways in which residents can become more involved in the health system structure. We represented residents on local, regional and national platforms highlighting our commitment to improve medical education, resident

wellness and health care delivery to those in the Maritimes.

For our board of directors, we implemented development sessions to better prepare your representatives to effectively advocate for your needs. We continued to support and organize wellness activities for our members through the efforts of our wonderful MarDocs staff and Wellness Co-Chairs. We also sought to further educate ourselves and our collective resident body on issues of systemic racism and inequalities by offering literature from black and indigenous authors. Our aim with all of these efforts is to support residents' growth, personally and professionally, so that we can better serve our patients and change the face of Medicine.

I would be remiss if I didn't highlight the impact of the COVID-19 pandemic on our year. This has challenged me both as a resident and a leader. However, we worked hard and maintained our goals to ensure residents were heard, safe and informed.

As an organization we were involved at the forefront of COVID-19 emergency response planning, communication efforts and developing resident redistribution principles, so that we could best utilize the skill of our residents in the Maritimes. We advocated tirelessly around resident wellness and safety, childcare and family concerns, as well as disruptions to resident education, including the impact of delaying national examinations.

Our year highlighted that we are essential and valuable allies in the health care system. None of our accomplishments over the past year would have been possible without our dedicated board of directors and the Maritime Resident Doctors staff. I am happy to hand over the responsibilities of president to Dr. Michael MacGillivray, who will undoubtedly be a fantastic resident leader as we move forward into the 2020-2021 year.

Thank you for trusting me to be your president.

Maritime Resident Doctors Board 2019-20

EXECUTIVE

President: Dr. Leo Fares, ANAE

Vice Pres.: Dr. Mike MacGillivray, DERM

Past President: Dr. Caitlin Lees, PALC

Chair: Dr. Katie Lines, PSYH

Treasurer: Dr. Ian Macdonald, NUCM

Secretary: Dr. Marissa LeBlanc, PSYH

Negotiations/Compliance Chair:

Dr. Cody Sherren, PSYH

Well-Being: Dr. Kate Anderson, UROL

& Dr. Devin Piccott, OTO

RDoC REPS

Dr. Mike MacGillivray, DERM

Dr. Leo Fares, ANAE

SURGICAL REPS

Dr. Chris Bitcon, UROL

Dr. Alyson Digby, OBST

Dr. Devin Ferguson, ORTH

Dr. Mark MacLean, NEUS

MEDICAL REPS

Dr. Sam Armstrong, DERM

Dr. Kelly Eggink, EMER

Dr. Courtney Gullickson, PEDI

Dr. Jacqui Hiob, EMER

Dr. Ceilidh MacPhail, INTM

Dr. Tyson Rizzardo, PSYH

Dr. Valerie Taylor, ANAP

Dr. Sarah Tremaine, ANAE

FAMILY MEDICINE REPS

Annapolis: Dr. Sarah Sidky

Cape Breton: Dr. David McIntyre

Fredericton: Dr. Maryam Marbina

Halifax: Dr. Meghan Plotnik

Halifax: Dr. Stephanie Fong

Moncton: Dr. Melanie Jones

PEI: Dr. Michelle McKenna

Saint John: Dr. Daniel Stojanovic

South West: Dr. Dylan Engell

MEDICAL STUDENT REP

Michael Mackley

CEO's Report

by Sandi Carew

2020. What a year! We certainly had a lot of firsts and a year that will go down in history. There was a lot of anxiety for residents who were finishing, for those of you who were about to begin your new residency, and for all of you who were concerned for your training and dealing with the pandemic in your work.

I am very proud of our staff and Board for jumping into action. First, the staff transitioned into working from home without missing a beat. I already knew, but this confirmed, that we have a solid team. Our dedicated Board members likely had a record number of emails from me! Thank you to our former President, Leo Fares and new President Mike

MacGillivray, and the rest of our 2019-2020 Board of Directors for your generous time commitments this past year working towards the betterment of the residency training experience for all residents.

I'm sure we also set records for the number of extra meetings that we attended with Dalhousie, the Nova Scotia Health Authority, Resident Doctors of Canada and the other provincial resident associations as we navigated through the continuous changes that occurred over the course of the pandemic.

Through all of this, we strengthened our relationships with many of our partner organizations. We worked closely with all of the resident associations on common

issues such as the deferral of exams and subsequent need for provisional licensure for finishing members. Our advocacy efforts continued for our new members to ensure a timely start to their residency and access to exams. We now meet regularly with Dalhousie Postgrad and Resident Affairs to ensure resident needs are at the fore front of decisions that affect training.

Who knows what this year will bring? But I am confident in our Board and staff and we are ready to persevere. I look forward to a great year with our new Board of Directors as we continue to advocate for all residents in these challenging times. Thank you for trusting me as your CEO.

Negotiations Chair Report

by Dr. Cody Sherren

As members of Maritime Resident Doctors, we are fortunate to have one of the best resident contracts in Canada, thanks in no small part to the negotiation committees of previous years. As our current contract remains in effect until July 2021, the focus of the 2019-2020 year was on ensuring adherence to the contract from all parties involved.

Over this year we have mediated a number of issues that have cropped up. Some of these issues involve specific circumstances affecting a lone resident while other issues have had impacts on entire programs and/or training sites. Often these disputes involve different interpretations of the collective agreement, but there

have also been instances where there is no clear contractual language for a given circumstance. These can often be difficult to navigate and at times involve interpreting the spirit of the contract.

No discussion about the 2019-20 year is complete without mention of COVID-19. In preparation for the pandemic we remained vigilant in ensuring that preparations required by the health authority did not infringe upon the negotiated rights of the resident body. Though many programs had contingencies in place should there have been a glut of illnesses and absences, we were fortunate in the maritime provinces to weather this storm quite well compared to our peers across the country.

As we head into a new academic year, we also approach another period of contract re-negotiation during a time of intense economic uncertainty. We will continue to advocate for a strong collective agreement on behalf of our members. We will also continue to make the contract more comprehensive by including language which addresses different concerns or ambiguities that have been brought to attention over the past two years, thus reducing conflict around scheduling and workplace expectations.

It has been a pleasure working with the Executive Committee this past year, and I am looking forward to another great year serving as the Negotiations Chair.

Well-Being Chair Report

by Dr. Devin Piccott and Dr. Kate Anderson

This year was marked by a thriving wellness activity calendar filled with social events to help our residents live their most healthy lives. It was also met with significant challenges due to COVID-19. Despite throwing a wrench into our plans, we still accomplished what we set out to do. Some of the great initiatives from the Well-Being arm of Mardocs are listed below.

SOCIAL EVENTS:

The following is a selection of some of the great initiatives put on during 2019-2020: Resident Golf Tournament, Halifax Pride Parade, Oaklawn Farm Zoo day, End of Summer Party, Valley Family Fun Day, Halloween Social / Post LMCC party, Harry Potter Concert with Symphony NS, Milk and Cookies with Santa, Resident Holiday Cocktail Party, Resident Movie Night, Halifax Hurricanes Basketball Night, Fitness Guru Jill Payne, Curling for Camp Triumph, Sunday Movie Matinees.

Then COVID-19 happened... Here's some of the uplifting Wellness events since then: Evolve Fitness at Home Challenge, The Skin We're In eBook giveaway, Maritime Staycation contest, Many events associated with Wellness Week.

FITNESS EVENTS:

As we all know, healthier doctors lead to healthier patients. Our weekly fitness classes at Evolve Boot Camp and Yoga at Halifax Yoga were as popular as ever, helping to keep Maritime residents healthy. Fitness initiatives migrated to online platforms after COVID-19 hit, allowing residents to keep up on their fitness while social distancing.

BENEFITS TRUST FUND AND MENTAL HEALTH SUPPORT:

Our Group Benefits changed recently to include an increase in the "Wellness account" for each resident to \$250/year and an increase in Psychology benefit to \$1,500/year. These services were well utilized. We continue to promote their utilization.

Our EFAP Shepell continued to support Mardocs residents in a whole host of ways including: Well-being, mental health, legal and financial advice in a completely confidential manner. As well, they supply a phone counselling service which is available 24/7 @ 1-800-387-4765.

HEALTHY RESIDENT FUND:

The Healthy Resident Program was well utilized over the last year. Great initiatives were completed by many programs, contributing to wellness and wellbeing.

RESIDENT WELL-BEING AWARD RENAMED IN HONOUR OF DR. KITT TURNEY

We are proud to announce that we have renamed our Resident Well Being Award the Dr. Kitt Turney Award for Resident Wellness in honour of a former resident who passed away this past December. Kitt was an Anesthesia resident from 2013-2018 at Dalhousie and a dedicated leader on the MarDocs team. She was an incredible individual who helped organize many wellness initiatives for residents during her time here.

RECOGNITION AND GIVEAWAYS:

Both the National Resident Awareness Week (February 2020) and the Resident Wellness Week (April 2020) were a lot

of fun with free coffee breaks, and lots of swag and giveaways. Wellness week was a little different than normal due to social distancing. Check out some of the great social media presence at #MardocsWellness.

Wellness week included:

- Daily emails with lots of great wellness information
- Daily prizes, drawn at random from the entire membership list
- A social media contest, asking residents to post pictures of well-being tips, with a winner getting an Apple Watch!
- Daily Pizza breaks awarded to programs/floors/teams
- A mega prize draw on Doctors' Day

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 this year and to all those who took the time to nominate 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 Co-Chairs this year.

Resident Doctors of Canada Report

by Dr. Mike MacGillivray

It was a busy year for Resident Doctors of Canada (RDoC). Below is an outline of the activities undertaken by the RDoC Representatives for Maritime Resident Doctors (MarDocs), other RDoC Volunteers from MarDocs, RDoC Resiliency Trainers and RDoC in general.

RDoC The Vote

- Developed website to give residents a single, convenient place for information about voting in 2019 Federal election with a focus on issues that affected residents
- Website featured video testimonials from residents and other healthcare practitioners, sharing the following:
 - **Advocacy is medicine.** Patient advocacy doesn't end at the hospital door.
 - **Protect the future.** Every election impacts the future of healthcare.
 - **Together we're powerful.** Resident demographics determine elections results.

Resiliency Curriculum

- RDoC's Resiliency Curriculum is practical, skills-based, and designed to help mitigate stress and optimize performance.
- As of December 2019, RDoC has over 50 Resiliency Peer Trainers.
- These volunteer trainers are residents who are equipped to deliver the Curriculum's Resident Module and the Leadership Module to their peers and colleagues.
- There are currently 15 workshops scheduled for 2020, and more will be scheduled throughout the academic year to take place in faculties of

medicine across Canada.

- RDoC has created a new, one-hour webinar of Resiliency Curriculum in a condensed format for residents during the pandemic. Please see the RDoC website for more information and registration details.

2019 Medical Conferences

- RDoC volunteers attended presentations and represented residents at various national and international meetings including the International Conference on Residency Education (ICRE) and the Family Medicine Forum.
- During ICRE, held in Ottawa, RDoC welcomed residents and other members of the medical education community to an RDoC Open House event at the RDoC offices.

Accreditation Workshops for Residents

- RDoC successfully conducted an Accreditation Workshop in preparation for the University of Toronto's on-site accreditation review of their residency programming.

Resident Awareness Week 2020

- Each year, Resident Awareness initiatives bring attention to the contributions that resident doctors make to Canadians.
- Resident Awareness Week was celebrated on Feb. 10-14, 2020.
- Excerpts from the upcoming anthology "Inside The Lives of Canada's Resident Doctors" were provided on the RDoC website.
- RDoC provincial partners, including MarDocs, and other stakeholders

from across Canada also participated with campaigns of their own, celebrating and promoting the work of Canada's resident doctors throughout the week.

Royal College Exam Accommodations

- In December 2019, members of the RDoC Executive and staff gave a presentation to the Royal College about the issues that many residents have faced concerning exam accommodations, with a particular focus on pregnancies in residency, and advocated for specific improvements.
- This presentation capped many months of discussions and advocacy between the RDoC Executive and Royal College leadership. RDoC further followed up with the new Royal College CEO Dr. Susan Moffatt Bruce, in late January.
- Dr. Moffatt Bruce's response has been supportive and positive. RDoC is optimistic that our ongoing advocacy work will lead to improvements in the current inequities facing residents on exam accommodations.

COVID-19

- RDoC has collected information on coping strategies and services available to help residents get through this stressful time. These are compiled on the RDoC website.

CBME Top Ten Tips

- RDoC released a best practice guide to CBME implementation for residents in March 2020.

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- This resource, made by residents, for residents, assists residents in a broad range of training environments and specialties and speaks to junior and senior residents alike.

RDoC Awards

- The RDoC Ross Award for Service to Residents was awarded to Dalhousie's Ms. Christine Silver Smith who had served as an administrator in the Post-graduate Medical Education

Department for over 30 years prior to her retirement in late 2019.

Licensing Exams

- RDoC has been a key member at the table regarding Royal College, Family Medicine and LMCC Part 1 and Part 2 licensing exams.
- These organizations have relied on RDoC heavily for help with communication and providing the resident perspective in a rapidly changing landscape due to COVID-19.
- RDoC will continue to advocate

strongly for transparency and fairness in these unprecedented circumstances due to COVID-19

For the 2020-2021 year, Dr. Michael MacGillivray and Dr. Stephanie Fong, will be the RDoC Representatives for MarDocs. They are looking forward to an exciting year helping advocate for resident needs not only in the Maritimes, but across the country. Please feel free to reach out at any time to either representative to express concerns of a more national scope.

Dalhousie Medical Alumni Association **by Dr. Mike MacGillivray**

At baseline, Maritime Resident Doctors (MarDocs) has an appointed representative that sits as an ex-officio member of the Dalhousie Medical Alumni Association (DMAA) Board of Directors. This representative attends quarterly meetings and provides input from a resident perspective on activities undertaken by the DMAA. This past year, MarDocs aimed to further bolster its relationship with the DMAA with the hope of deriving further benefit for our members and allowing our members to view themselves more as alumni of Dalhousie Medical School whether or not they completed their undergraduate medical education at Dalhousie.

Strides were taken this year to accomplish these goals. Further advertisement was made of the annual DMAA gala. MarDocs purchased a table at the event and tickets were raffled for residents to attend. A resident also emceed the event.

Traditionally, residents completing their training at Dalhousie who did not

complete their undergraduate medical education at this institution would have their email accounts suspended once their residency was completed. MarDocs, along with DMAA, successfully lobbied to have this changed. Now all residents completing their training at Dalhousie will have access to their Dalhousie email addresses for life.

The biggest step in bridging the gap between residents and the DMAA was the establishment of two DMAA awards for resident leadership; one for Family Medicine and enhanced skills programs and another for Royal College Specialties and Subspecialties. These awards recognize outstanding accomplishments and contributions of residents in the realms of advocacy, research, community engagement, mentorship of students and/or other residents, or administration. This year the awards went to two very deserving members of the resident community at Dalhousie. The names of the award winners will be announced in the early fall. Both MarDocs and DMAA

hope that residents will show support to these outstanding colleagues by joining them, likely virtually, in a celebration. Please keep an eye on your emails going forward for more details on this exciting event. In subsequent years these awards will be presented at a luncheon and again at the DMAA gala.

These new awards complement the already established DMAA Resident Teacher of the Year Award. This award, chosen annually by 4th year Dalhousie undergraduate medical students, recognizes teaching excellence among residents of the Faculty of Medicine at Dalhousie. This year's award recipient is Dr. Ayham Al-Afif (PGY-5 Otolaryngology). Congratulations!

MarDocs and DMAA will aim to build on this momentum in the coming year and expand on potential benefits to our members from the DMAA. Ideas from the MarDocs board and general membership are always welcome. Please reach out, we'd love to hear from you!

Sites around the Maritimes

featured report by Dr. Dylan Engell

In addition to Halifax, members of Maritime Resident Doctors are based in eight sites around the region. The distribution includes four in Nova Scotia (Cape Breton, Annapolis Valley, South West Nova and North Nova), three in New Brunswick (Fredericton, Saint John and Moncton) and one in Prince Edward Island (aptly named PEI).

The roster of eight sites included a newcomer in 2019-20, as North Nova celebrated its beginnings with a six-resident cohort. The site is centred in Truro, with distribution throughout northern Nova Scotia, including Amherst, New Glasgow and Antigonish.

Our featured site this year is South West Nova. A relatively new site itself, established six years ago, South West Nova is centred in Yarmouth, NS, but envelops all of the southwest tip of the province. Maritime Resident Doctors' site rep, Dr. Dylan Engell, filed this report:

The past year has been unpredictable and in dire need of wellness initiatives. It was my privilege to be the Mardocs site rep for Southwest Nova Scotia during this uncertain time. We did our best to enjoy our residency amidst the COVID 19 pandemic.

Beginning in the fall last year, the HRP initiative provided funds which allowed us to purchase healthy snacks for our resident lounge, as well as lunch meals on several academic days. Our group of residents meets for most holiday and seasonal events. Prior to Halloween we used further funding to purchase

pumpkins to carve and various Halloween snacks. We were also able to see the final Star Wars movie on release day thanks to the HRP fund. The best result of the HRP funds, however, was the purchase of Dalhousie branded athletic sweaters. These sweaters have been a hit and are a staple in everyone's wardrobe.

The spring of 2020 was one that did not allow for many events. With our graduating residents preparing to leave, one of our coresidents was preparing to get married. We took this opportunity to hold two separate events, within our own pandemic bubbles, but connected via zoom to celebrate their upcoming marriage. Site funding provided several snacks and a delicious cake! Once COVID restrictions were lifted, a quaint backyard ceremony was held and broadcasted to their families via zoom.

The past year also marks a win for rural

family medicine residents across Nova Scotia. My predecessor Dr. John Sehl was an advocate for travel coverage for residents who travel long distances to their primary sites for family medicine. This travel was not previously covered under the contract; however, due to his advocacy efforts and the work of the Mardocs team an addendum was made and this travel is now covered.

In summary, the past year has been action packed and we have managed to maintain strong resident relationships and enjoy our residency even further in the South West Nova Site with the help of the HRP fund, and everyone who helps make Mardocs the amazing organization that it is.

Thank you for the amazing opportunity to spread wellness and advocate for our resident body.

Did you know?

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

In addition to Halifax, there are eight sites around the region, including:

**Cape Breton
Annapolis Valley
South West Nova
North Nova
Fredericton
Saint John
Moncton
Prince Edward Island**

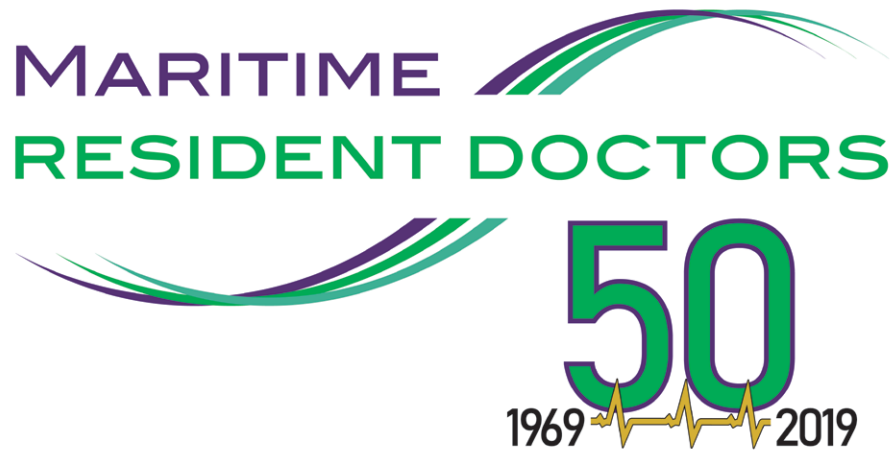


Maritime Resident Doctors Statement of Operations (General Fund)

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

MARITIME RESIDENT DOCTORS STATEMENT OF OPERATIONS - GENERAL FUND FOR THE YEAR ENDED JUNE 30, 2020

	2020 Budget \$	2020 Actual \$	2019 Actual \$
REVENUES			
Dues	540,000	532,792	539,018
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>660,000</u>	<u>652,792</u>	<u>659,018</u>
EXPENSES			
Accounting	7,300	6,900	7,780
Amortization	3,000	2,098	1,927
Bad debts (recovery)	-	(1,584)	7,114
Bank charges and interest	2,000	1,194	895
Board - office insurance	3,200	3,175	3,089
Board - staff development	20,000	19,049	17,727
Board - staff functions	10,000	10,584	11,577
Board meetings	4,500	3,639	2,757
Consulting	-	842	1,123
Dues, licenses and fees	15,000	14,175	13,150
Gifts and donations	10,000	8,357	7,712
Miscellaneous	1,000	522	1,137
Negotiations	10,000	-	14,490
Occupancy	32,000	30,080	28,003
Office	15,000	16,573	11,713
Operational legal	2,000	-	-
Publications and promotion	4,000	3,322	3,282
Resident Doctors of Canada	95,000	101,027	93,556
Salaries and benefits	350,000	345,909	325,883
Telephone and internet	8,000	6,017	7,691
Travel	18,000	7,531	14,696
Well-being and membership events	<u>50,000</u>	<u>22,187</u>	<u>46,175</u>
	<u>660,000</u>	<u>601,597</u>	<u>621,477</u>
EXCESS OF REVENUES OVER EXPENSES	<u>-</u>	<u>51,195</u>	<u>37,541</u>



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