



MARITIME RESIDENT DOCTORS
ANNUAL REPORT
2020-21

President's Report

by Dr. Mike MacGillivray

Please see some of the activities occurring at the Maritime Resident Doctors Board this past year. It has been a pleasure serving as MarDocs Board President over the last year! It's been a busy year to say the least, but we've accomplished a lot and I'm incredibly proud of the work that our Board has done over the last year to make the lives of residents in the Maritimes better. In addition, hats off to all residents across the Maritimes for your continued vigilance in patient care throughout a very stressful year. Your strong work and leadership are noticed and appreciated.

Advocacy

- We worked closely with all medical registrars across the Maritimes regarding issues with delivery of the MCCQE2 exam and what that would mean for full licensure of newly graduated residents. This work spurred the College of Physicians and Surgeons of Nova Scotia to implement a pandemic exception to the MCCQE2. Since that time, further advocacy was undertaken, in light of the Medical Council of Canada's decision to not deliver the MCCQE2 for the foreseeable future, to ensure that residents who previously failed the MCCQE2 would still be considered for full, unrestricted licensure in the three Maritime provinces.
- Throughout the last year, MarDocs was involved in at least weekly meetings with Dal, hospitals and public health officials in the three Maritimes provinces as the COVID-19 pandemic unfolded. We successfully advocated for programs to find creative solutions for residents whose families resided outside the Atlantic Bubble, allowing those residents to visit their families and not have to use vacation when returning to self isolation. Working with the postgraduate medical education office, we successfully advocated to have residents be among the first frontline healthcare workers to receive the COVID-19 vaccine. Finally, we made every effort to ensure residents could avoid unnecessary isolation travelling between Maritime provinces for required rotations.
- Advocated at various times throughout the year to the CMPA to more clearly delineate their payment model and allow residents to switch payment methods in their final year of residency to prevent convoluted re-imburement and refunding with Medavie Blue Cross. This work is ongoing.
- COVID-19 Essential Worker Benefit Pay
 - Two letters were sent to the Department of Health and Wellness and government officials as residents were among the few frontline healthcare workers who did not receive the COVID-19 Essential Worker Benefit Pay. Residents made equal or less money than other frontline health care workers who received the Benefit and were at equal or even more risk of contracting COVID-19 due to the nature of their clinical duties, especially those in acute care arenas. Unfortunately these efforts did not bear fruit. We are continuing to look at options.
- MarDocs filed several grievances against contract infraction on a few issues including lounge issues in Moncton (ongoing) and service coverage on a few services in the hospital in Halifax.
- MarDocs was made aware of a number of issues with respect to accommodations at distributed sites for residents completing electives. This issue has been raised with Nova Scotia Health, Department of Health and Wellness Nova Scotia and Dalhousie. We will continue to work through this in the coming year, especially considering the push to require more residents to complete portions of their training outside large city centres.

Stakeholder Engagement

- All members of the MarDocs Board are involved in stakeholder engagement through various committees at Dalhousie and through the Maritimes. It is through the relationships made at these committees that we get most of the day-to-day advocacy for residents completed. The group of MarDocs Board members we were able to send to these committees provided great leadership and really reflected well the types of residents we have here in the Maritimes.
- Continued to build and strengthen relationships with key stakeholders
 - Likely the best relationship

between any Post-Graduate Medical Education and Provincial Housestaff Organization across the country.

- Worked closely with the College of Physicians and Surgeons of Nova Scotia, New Brunswick and Prince Edward Island on pandemic exceptions to licensure requirements to practice medicine in the three Maritime provinces
- Emerging relationship with Resident Affairs Office. Members of the Board met with them monthly to discuss resident wellness with the aim of combining initiatives and having a direct interaction with wellness champions for residents at Dal Med.
- Strengthened our relationships between Resident Doctors of Canada and other Provincial Housestaff Organizations across the country. This was doubly important given the pandemic and how many jurisdictions were affected by the same issues including exams and personal protective equipment. These relationships will continue to be strengthened going forward and will help serve our members better by adopting policies, practices, initiatives, and pieces of contracts from across the country to the MarDocs landscape.
- Helped implement the inaugural Dalhousie Medical Alumni Association Resident Leadership Awards. The recipients for the Royal College Specialty and Family Medicine Specialty and plus ones was given to Dr. Leo Fares and Dr. Stephanie Fong, respectively.

Board Activity

- I am most proud of the EDI work undertaken by the Board this year; much needed and, most would say, overdue. Some of the initiatives included
 - Internal reviews of policies and practices of the MarDocs Board
 - More work to be done here involved third parties more well versed in equity, diversity and inclusion and to provide more of an external review of our policies and practices at an organizational level
 - e-books (3) and interactive learning opportunities for members.
 - I am Malala
 - 21 Things You Didn't Know About the Indian Act
 - The Skin We're In
 - Interactive and engaging presentation by Dr. Chadwick Williams, Gastroenterologist, Dartmouth, a black physician from Preston, regarding the systemic racism he experienced in his training and obstacles that he had to overcome to become a practicing physician
 - Internal and Global Health office review of election call-out to ensure it was meeting our mandate of being inclusive with the aim of attracting a diverse pool of candidates to vie for MarDoc Board positions
 - Working with PHOs across the country to glean information on best practices in their organizations and borrowing from them to ensure MarDocs

will continue to improve itself from an EDI lens.

- Revamped Board structure and election process. Aiming for more inclusivity of ideas and members of the board while allowing for more streamlined and informed decision making.
- Communications. In addition to all the 'normal' communications work, Daniel Bonner, Manager Communication, really outdid himself with the finishing resident survey and membership survey. Data from these surveys allows us to better advocate to stakeholders, especially at the time of contract negotiation. Daniel also published headshots of each Board member on the MarDocs website, increasing the visibility of the board which we hope will encourage more of our members to stop them in the hall for a chat and discuss issues which are affecting them.
- Mild restructure of board meetings with more reports prior to the meeting to review. This allowed more time to discuss hot button issues and provide an opportunity for board development at most meetings
- Well-Being
 - Huge kudos to Leanne Bryan (MarDocs Manager of Health and Wellness), Devin Piccott, Stephanie Fong and team for thinking outside the box on development of wellness activities during the pandemic, saying they were nimble and adaptive would be an understatement.
 - From my perspective, the highlight of the year was the Friendsgiving event where MarDocs sponsored Thanksgiving

dinner for resident groups, providing comfort for those residents who could not see their families at Thanksgiving due to pandemic travel restrictions.

- Benefits Trust Committee
 - Revamped Healthy Resident Program. These changes will hopefully streamline the application process for funds and allow programs across the Maritimes to take advantage of this money to bolster their wellness initiatives.
 - Changed health insurance providers from Manulife to CanadaLife. Manulife has been a valued provider for MarDocs for

many years, however changes to plan oversight and administrative burden on MarDocs staff caused us to re-evaluate our health insurance provider. In doing so, we saw that CanadaLife had unique programs to offer our members and provided benefits to our membership that were difficult to pass up. Therefore the decision was made to enter into an agreement with CanadaLife for the next number of years. We are already happy with some of the changes and hope the transition for our members wasn't too burdensome.

- Added breast pumps to health

plan. A positive addition to our health insurance plan, likely overdue, the right thing to do. Enough said.

Looking forward to this year, I'm excited to see how the new Board structure will serve our membership in the three Maritimes provinces. The new board has a wealth of experience and I'm also excited to see how Dr. Courtney Gullickson, incoming President of the MarDocs Board will steer the Board activities this coming year – you're all in good hands. Stay tuned for developments with contracts talks – we're hoping to continue to deliver the best resident contract in the country. Stay safe and be well.

CEO's Report **by Sandi Carew**

As another year of living with the pandemic passes, we can look back and reflect upon all the successes we achieved, all while living with COVID and its challenging restrictions. It certainly didn't slow us down.

With our collective agreement nearing its expiration, we geared up our preparations with a membership survey to help inform our priorities. We formed a Negotiations Team and held a program-wide information session to plan for bargaining. Stay tuned this year for updates from the Negotiations Team as we continue to work for the best deal possible for our members.

Resident wellness was at the forefront of our activities with our Well Being Co-Chairs and staff working hard to continue to bring a wide array of social/recreational activities for residents and their families.

Despite restrictions, we still managed to host multiple events and prize give-aways to support our membership. We started the year with a new revamped Healthy Resident Program allowing all Programs to access the money automatically without having to apply in advance. We also switched our health and dental benefits to Canada Life hoping to improve our plan and our customer service.

We did some internal housekeeping with our Board structure this past year reducing the number of Board members from 32 to 12 and creating two new Advisory Committees – one for the Central Zone and one for all Programs at distributed sites. This new structure will allow for more regular communication with all programs across all sites. We did all of our elections online this year giving everyone a fair chance to run for positions

and everyone a chance to vote whether they could make the AGM or not. This allowed a much greater participation in electing our new Board.

As we near our calendar year end, we are putting the finishing touches on our Finishing Resident Survey for 2021. This survey provides us with information on where all of our members go when they finish, whether it is on to further training or to practice. This has proved very helpful for many of our partner organizations, for government and for providing information on recruitment.

Many thanks to last year's Board of Directors for all of their hard work and for leading the charge for a new structure for our Board. Also, I want to give a huge thank you to our dedicated staff members. I am truly privileged to work with you all.

Well-Being Chair Report

by Dr. Devin Piccott and Dr. Stephanie Fong

This year was marked by a thriving wellness activity calendar filled with well-attended social events to help our residents live their most healthy lives. Much like the second part of 2020, this year was also met with significant challenges due to COVID-19. Despite throwing a huge wrench into our wellness plans, we still accomplished what we set out to do. Examples of some of the great initiatives from the specific categories under 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 2020-2021.

- Oaklawn Zoo
- Mardocs Trivia Night
- Mardocs' Summer Bucket List Prize Giveaway
- Noggins Corner U-Pick Apple Picking
- Duncan's Cove Hike
- Friendsgiving
- Riverbreeze Fear Farm
- Wellness Talk: Jill Payne Mental Wellness
- DIY holiday sign-making night
- 12 Days of Giveaways
- Holiday Mixer and Beer Tasting
- Kids Christmas Party - Take home Gingerbread house DIY Kit
- Wellness Talk: Owning Your Performance with Olympian Karen Furneaux
- Dr. Chadwick Williams presentation on racism in medicine
- Mardocs' Spring has Sprung Prize Giveaway

FITNESS OFFERINGS

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. This included:

- Resident Fitness Boot Camp Sundays - Evolve Fitness
- Yoga Classes Tuesdays - Halifax Yoga
- Fitness initiatives migrated to Evolve's online platform after COVID-19 hit. This allowed residents to keep up on their fitness while social distancing, and allowed participation for residents located anywhere in the Maritimes

BENEFITS TRUST FUND

AND MENTAL HEALTH SUPPORT

Our Group Benefits changed recently (2020) to include an increase in the "Wellness account" for each resident to \$250/year and an increase in our Psychology benefit to \$1500/year, in addition to the regular paramedical benefit. These services were well utilized in 2021. 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.

Exciting news for 2021 is the switch of our health benefits from Manulife to Canada Life. This move should continue to ensure excellent coverage, while adding direct billing for paramedical coverage

and other improvements (i.e. breast pumps as an eligible medical equipment reimbursement) that are tailored to the busy lifestyle of our members.

HEALTHY RESIDENT PROGRAM FUND

The Healthy Resident Program was well utilized over the last year. Great initiatives were completed by many programs, contributing to wellness and wellbeing. We revamped our Wellness program funding allotments by making it more objective. A new per resident allocation system was put in place as well as rules surrounding document submission. So far, this system is proving to be a success.

RESIDENT WELL-BEING AWARD

(DR. KITT TURNEY AWARD)

The Dr. Kitt Turney Award for Resident Wellness in honour of Kitt is annually awarded to a resident to champions resident wellness. She 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. This year we received many great nominations for the award and unfortunately only one winner could be awarded. The 2021 recipient was Dr. Emma Kehoe, PGY4 Anaesthesia Resident.

MARITIME RESIDENT DOCTORS

STATEMENT ON RACISM AND DISCRIMINATION

MarDocs made a position statement in solidarity with Black, Indigenous, and People of Colour (BIPOC), the LGBTQ+ community, and all visible minorities, religions, and creeds.

RECOGNITION AND GIVEAWAYS:

Both the National Resident Awareness Week (March 2020) and the Resident Wellness Week (June 2020) were a lot of fun with free coffee breaks, 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.

2021 Resident Wellness week included:

- Daily emails with lots of great wellness information
- Daily prizes, drawn at random from the entire membership list
- Online Trivia Night
- Online Paint Night
- 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
- Doctors' Day prizes

Resident of the Month:

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 exemplary residents in their programs!

Other fun events/contests:

- Staycation Contest - We assembled several fantastic prize packages giving the opportunity to enjoy a weekend away, or a wine tour, or a golf day.
- Mardocs Summer Bucket List Prize Giveaway - We assembled another fantastic prize packages giving the opportunity to enjoy a weekend away, or a wine tour, or a golf day.
- 12 Days of Giveaways - We kicked off the holidays with 12 days of draws. Two lucky winners were picked each day.
- eBook giveaway - We gave a number of great books this year.
 - The Skin We're In: A Year of Black Resistance and Power
 - 21 Things You May Not Know About the Indian Act - By Bob Joseph, is a best-selling deep dive

into a 140-year-old document that continues to shape, control, and constrain the lives and opportunities of Indigenous Peoples

- I am Malala
- Mardocs Masks - We gave away two masks to each member, allowing them to stay safe and fashionable.

ADVOCACY

The Well-Being Co-Chairs represented the resident voice on several committees and liaised with external stakeholders. In addition to regular communication with the Dalhousie Office of Resident Affairs and the Postgrad Office, the resident perspective was included on the Doctors Nova Scotia Physician Support Program Advisory Committee and the multidisciplinary Health and Wellness Consortium.

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.

Maritime Resident Doctors Board 2020-21

EXECUTIVE

President: Dr. Mike MacGillivray, DERM

Vice Pres.: Dr. Courtney Gullickson, PEDI

Past President: Dr. Leo Fares, ANAE

Chair: Dr. Katie Lines, PSYH

Treasurer: Dr. Ian Macdonald, NUCM

Secretary: Dr. Marissa LeBlanc, PSYH

Negotiations/Compliance Chair:

Dr. Cody Sherrin, PSYH

Well-Being: Dr. Stephanie Fong, FMEM

& Dr. Devin Piccott, OTOL

RDoC REPS

Dr. Mike MacGillivray, DERM

Dr. Stephanie Fong, FMEM

SURGICAL REPS

Dr. Emily Burke, PLAS

Dr. Marianne Levesque, OBST

Dr. Mark MacLean, NEUS

Dr. Ashley Warias, OBST

MEDICAL REPS

Dr. Sam Armstrong, DERM

Dr. Lauren Curry, INTM

Dr. Jacqui Hiob, EMER

Dr. Patrick Holland, INTM

Dr. Caitlin Lees, PALC

Dr. Ceilidh MacPhail, INTM

Dr. Tyson Rizzardo, PSYH

Dr. Valerie Taylor, ANAP

FAMILY MEDICINE REPS

Annapolis: Dr. Callaghan Jull

Cape Breton: Dr. David McIntyre

Fredericton: Dr. Natalie Wallace

Halifax: Dr. Meghan Plotnik

Halifax: Dr. Brandon Scott

Moncton: Dr. Samantha Bland

North Nova: Dr. Matthew Lowe

PEI: Dr. Kelcy McNally

Saint John: Dr. Chelsea Brown

South West: Dr. Dylan Engell

MEDICAL STUDENT REP

Freddy Lee

Resident Doctors of Canada Report

Submitted by Resident Doctors of Canada

Representing over 10,000 members, Resident Doctors of Canada (RDoC) is the national resident voice and the catalyst for solutions to create the best possible resident training experience. Below is a summary of the key activities undertaken by the RDoC Board of Directors, RDoC representatives for Maritime Resident Doctors, and other RDoC volunteers from July 1, 2020, - June 30, 2021.

Change in Management

RDoC hired a new Executive Director in May 2021. Ms. Leslie Cuthbertson replaces the outgoing Interim Executive Director, Dr. Robert Conn. Ms. Cuthbertson brings to the role over 30 years of professional experience in nonprofit management and program development and a passion for supporting the medical education of resident doctors.

Inside The Lives of Canada's Resident Doctors

RDoC published the first anthology of stories about Canadian residents' experiences in medical training. Inside The Lives of Canada's Resident Doctors features memoirs, essays, fiction, poems, photographs and visual art by thirty-six residents across Canada, who drew from their personal experiences in medical education. On August 12, 2020, RDoC launched the book with a virtual reading and Q&A with contributors. Thank you to all our members who submitted content for the anthology!

RDoC's National Resident Survey

RDoC ran two national resident surveys in 2020-2021, one in November

2020 and a second in April 2021. The objective of the surveys was to build an understanding of the resident experience in important areas such as PGME, bullying, resident mental health, transfers, physician mobility, CBME, evaluation and assessment. A Summary of findings for all surveys are available on the RDoC website. The information collected from the surveys is used to inform RDoC's advocacy efforts on behalf of all residents across Canada. RDoC wishes to thank MarDocs and all of the provincial partners who helped distribute and promote the survey, and the resident members who took the time to participate.

Resident Doctors Awareness Week 2021

Resident Doctors Awareness Week took place during the week of February 8-12, 2021, during which RDoC celebrated the vital work of Canada's resident physicians. A highlight of the week was the launch of

a video called Message to my Future Self. This video is filled with short vignettes from residents about coping with the stress of the pandemic, sharing words of encouragement and hope to each other. RDoC's 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.

Accreditation

Recognizing the integral role residents play in the accreditation process in Canada, RDoC facilitates interactive workshops to support residents whose programs will soon be undergoing an accreditation review. On June 8, 2021, RDoC hosted a pre-accreditation workshop for over 90 residents, in collaboration with the Professional Association of Residents of Ontario

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



(PARO), the Canadian Residency Accreditation Consortium (CanRAC), and Northern Ontario School of Medicine (NOSM) Postgraduate Office. Topics at the workshop included: an overview of the accreditation process; how to prepare for an accreditation review; what to expect during the review; and residents' role in the review of their programs.

Resiliency Curriculum

The Resiliency Curriculum advocates for a systematic approach to minimizing barriers to wellness and seeking care, while providing residents with practical tools to help reduce stress and optimize performance day-to-day. RDoC trained 14 new resiliency trainers in 2021, three of whom are Dalhousie residents. After adapting both the Resident Module and

the Leadership Module of the Resiliency Curriculum to be delivered in a virtual format, RDoC is pleased to have delivered over 40 virtual resiliency workshops since the start of the pandemic.

RDoC Awards

Dalhousie resident Dr. Alexandra Manning received one of two awards for RDoC Outstanding Volunteers of the Year, announced at RDoC's virtual AGM on June 13, 2021. Dr. Manning has held multiple roles with RDoC over the past two years, including Accreditation Team Lead, resident surveyor, liaison representative, and resiliency trainer. Congratulations Dr. Manning!

Exams & COVID-19

Throughout the pandemic, RDoC

continues to communicate with members through MarDocs and the other Provincial Housestaff Organizations (PHOs) to send exam-focused updates whenever new and important information is available for residents. These updates can also be found on RDoC's website. Residents with questions about exams or other concerns that arise during the pandemic are invited to contact covid19@residentdoctors.ca.

2021-22

Dr. Courtney Gullickson and Dr. Katie Lines are the 2021-2022 RDoC representatives for MarDocs. They will help advocate for residents in the Maritimes and across the country. Please feel free to contact either representative if you have any questions or concerns of a national scope.

Negotiations Chair Report

by Dr. Cody Sherren

It has been a pleasure working as the Negotiations and Workplace Compliance Chair for another year on the board.

On the workplace compliance front, it has been a fairly successful year. For the most part, programs across the board have continued to adhere to our contract, even with the uncertainty and complications of COVID. That being said, there have been concerns raised from

time to time regarding one or two specific programs, often relating to duty hours/ call requirements. As always, I encourage anyone who may be experiencing or witnessing contract violations to contact our CEO Sandi Carew to discuss it further. If one does not feel comfortable identifying oneself to Sandi, then our anonymous online reporting portal is another option, and we always prioritize the timing and specifics of our inquiries to maintain that anonymity.

I am sure many of you are aware, we are currently in the midst of a negotiation year, with our most recently Collective Agreement being for the term July 1, 2018 - June 30, 2020. We met with our legal counsel in early 2021 and tendered our intention to negotiate. Due to the third wave of COVID, and a provincial election,

there has been some re-shuffling of our negotiation dates. We have new dates set for later this year, and I am confident we will continue to have one of the best contracts for a resident body in Canada, which I hope to have finalized before the end of the calendar year.

Finally, I'd like to end this by relaying what an honour it has been to be a member of the MarDocs board. This is not only the end of my two years as the Negotiations and Workplace Compliance Chair, but also the end of the position itself. The Negotiations and Workplace Compliance Chair has always worked closely with both our CEO and president, and going forward the responsibility of this role will be assumed by the president. I have full faith in Sandi, Dr. Gullickson, and the rest of MarDocs board, and wish you all the best!

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Sites around the Maritimes

by Dr. Samantha Bland, Dr. Kelcy McNally & Dr. Matthew Lowe

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). Here are some updates from a few sites around the region:

MONCTON SITE REPORT

by Dr. Samantha Bland

The biggest issue this year for residents was construction and the impact it had on the Learner Lounge and workspace. I understand a grievance has been filed with Horizon and so far I don't believe anything has come of that.

Currently, our space is quite altered. Previously, we had our learner lounge on the same floor/beside our three call rooms. The original Lounge had the ventilation system turned off as there is construction ongoing on the floors above. The computers have been moved to another location. There is a temporary lounge set up in another area of the hospital – it's a 5+ minute walk away from our original lounge and most of the inpatient wards. Residents continue to use the OLD lounge (with no air turned on) to put their lunch in the fridge and heat/eat their food. Our mailboxes are still accessible in here. The NEW TEMPORARY lounge is nice, comfortable temperature, but honestly it's too far away for most of us to want to use during the daytime when our lunch breaks are sometimes short/unpredictable length (ex. Waiting to get called back to the OR).

Our new call rooms are set up. They are on the 2nd floor in the new (beautiful) Med Ed department. They are functional and have bathrooms. Our lockers are also moved up here.

At this point, I feel like our space is divided in three: the old lounge is in a convenient location, has a fridge/microwave/table, but no air turned on. Our call rooms are on the 2nd floor with functional bedrooms and bathrooms but no kitchen. Our temporary lounge has AC, computers with Dictaphones, and a table, but is too far away and most residents haven't been using during their lunch breaks. I am unsure of the realistic timeline that our new lounge is set up/functional as construction always seems to be delayed.

The Med Ed team has been very helpful and transparent about communicating these evolving changes with us.

On non-construction related news, we were able to have a few R1 and R2 specific events in person this year and ended up with 400 dollars in our site budget to carry into the new year. We had dinners, went axe throwing, did coffee tastings, had a grad dinner for the R2s, and personalized gift cards and gift baskets for Easter.

PEI SITE REPORT

by Dr. Kelcy McNally

Over the last year, our site focus has been on resident wellness. We had a number of resident events including games nights, apple picking, kayaking, curling, skating, trivia nights, paint night, yoga night, holiday events etc. All events were held either in-person or virtually

and were within public health guidelines. The Healthy Resident Program allowed for our lounges to be stocked with snacks and drinks which was appreciated by all residents.

Throughout the year, resident questions regarding contract terms and benefits were addressed. I worked to update our Summerside resident space by getting the lounge computer fixed. I worked with Sandi, Mike, our program director, and associate chief resident to advocate for changes to the MCCQE Part II requirement for licensure in PEI. Outstanding items that are in progress include advocating for another computer in our QEH resident lounge.

NORTH NOVA SITE REPORT

by Dr. Matthew Lowe

This year North Nova grew in number and size, from six residents to thirteen and from three sites to five. More friends meant more excitement, and we took every opportunity to spend time together. Our big events included a group meal at Fox Harbour during the "virtual" Family Medicine Resident Weekend, a ski day at Wentworth, and a celebration for the graduating residents at Pictou Lodge. Between those events, we often got together after academic days for food and drinks. We also used our Healthy Resident Fund for branded Dal Family Med sweaters that have helped solidify the presence of our program, especially at the new sites. The residents moving on to PGY2 are looking forward to more fun events, hopefully all in person!

Maritime Resident Doctors Statement of Operations (General Fund)

*For the year ended June 30, 2021
- Unaudited -*

	2021 Budget \$	2021 Actual \$	2020 Actual \$
REVENUES			
Dues	554,000	597,635	532,792
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>674,000</u>	<u>717,635</u>	<u>652,792</u>
EXPENSES			
Accounting	7,300	7,245	6,900
Amortization	3,000	2,510	2,098
Bad debts (recovery)	-	-	(1,584)
Bank charges and interest	2,000	1,015	1,194
Board - office insurance	3,200	3,251	3,175
Board - staff development	20,000	11,781	19,049
Board - staff functions	10,000	7,001	10,584
Board meetings	4,500	2,335	3,639
Consulting	-	117	842
Dues, licenses and fees	15,000	31	14,175
General legal	2,000	1,936	-
Grievances	-	3,256	-
Miscellaneous	1,000	(105)	522
Negotiations	10,000	4,343	-
Occupancy	32,000	29,866	30,080
Office	15,000	10,605	16,573
Publications and promotion	4,000	3,578	3,322
Resident Doctors of Canada	104,000	83,873	101,027
Salaries and benefits	368,000	401,603	354,266
Telephone and internet	8,000	6,697	6,017
Travel	15,000	3	7,531
Well-being and membership events	<u>50,000</u>	<u>43,178</u>	<u>22,187</u>
	<u>674,000</u>	<u>624,119</u>	<u>601,597</u>
EXCESS OF REVENUES OVER EXPENSES	<u>-</u>	<u>93,516</u>	<u>51,195</u>



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