



MARITIME RESIDENT DOCTORS
ANNUAL REPORT
2021-22

President's Report

by Dr. Courtney Gullickson

New board structure:

This was our first year with a new board structure with members elected through an online format. This led to a smaller executive and board that met regularly using a virtual format. This new model worked well for us. Our current structure fits well with governance standards and we are looking forward to replicating this model for the upcoming year.

Advisory Committees:

This was also the first year for the Distributed Site Committee and Central Zone Committee. Thank you to Dr. Mike MacGillivray for chairing the Distributed Site Committee. Also, a thank you to the residents who volunteered to be representatives on the Central Zone Committee. This allowed for direct back-and-forth communication on issues impacting sites and programs across the Maritimes. This new group enabled us to have a solution-focused lens on issues such as contract compliance and resources for residents.

Contract:

The major action item of the year was the negotiation and ratification process of our new contract. We were able to receive retroactive benefits to July 1, 2021. This new contract saw improvements ranging from a total wage increase of 5.5% over three years, new coverage for CFPC and Royal College exam fees, additional paid floating leave, educational leave, and exam days. We also were able to update language in our accommodation clauses to allow pet friendly housing and increase pre-approved maximums. For our distributed sites, we have new mileage

claims for travel outside of your home base to another municipality. We continue to provide education around our new contract and to work with residents and sites to ensure contract compliance.

COVID-19:

This was yet another year of residents working within the constraints and stressors of the pandemic. We worked with our partners throughout the year on policies on resident redeployment and participated in Faculty of Medicine meetings to ensure that we were up to date on the most current policies and procedures. We have heard throughout the year from residents regarding the stressors of working in a maxed-out healthcare system and continue to look for ways to advocate and support residents moving forward.

After-Hours Food Program:

An exciting new pilot project that we launched this year was our After-Hours Food Program. This project delivers healthy meals to in-house on-call residents from a local company. We initiated this project with core Internal Medicine and General Surgery in Halifax and expanded from there. Although we are thrilled with the positive feedback we have received from this project, we recognize that this is a temporary solution to the larger issue of after-hours access to healthy food for all healthcare

professionals. We will continue to support residents as we can within our resources while also advocating for a systems-level and sustainable solution to this problem.

Continued relationships:

Throughout the year, we continued to work with almost countless committees to ensure that the resident voice was heard and that we remain updated as to what is happening in the medical community. This includes having resident representatives on the Boards of Doctors Nova Scotia, the College of Physicians & Surgeons of Nova Scotia, Resident Doctors of Canada, and the Postgraduate Education Committee. Thank you to all residents who have volunteered their time to fill committee positions and contribute to these important roles. Thank you again to the executive, board, and staff of Mardocs for a very successful year. I look forward to continuing to work with our new board and President, Dr. Pat Holland.

Please do not hesitate to reach out if there are any questions, feedback, or concerns.



Maritime Resident Doctors representing at the 2022 Halifax Pride Parade.

CEO's Report

by Sandi Carew

A big thank you to our amazing Board of Directors for 2021-2022! It was our first year as a new smaller Board. We had a combination of Board and Executive meetings, and two new committees: the Distributed Site Advisory Committee and the Central Zone Advisory Committee. This provided us with greater participation overall and a more streamlined Board.

Negotiations was a highlight of this past year. We successfully negotiated a new agreement with salary increases that keep us on the top of the pack across the country. We also secured pet friendly accommodations, an extra float day,

increase in educational days, and other language improvement. We do not always get everything that we ask for, but each round of negotiations we improve the collective agreement for residents. Thank you to the Negotiations Team for all of their work and time spent negotiating.

This past year we also piloted the After-Hours Food Program for residents doing in-house call in Internal Medicine and General Surgery in Halifax. This was a great way to provide access to food in the hospital after hours. We hope to build on this pilot and expand to include all programs that do in-house call and bring it

to other sites. This will require continued funding from our Resident Trust Fund as well as other funding sources. We will also continue to advocate for more options for food after hours in the hospitals.

We have been very lucky to have such great staff working at MarDocs. Thank you to Leanne, Daniel, Cristy and Verlie for working so hard throughout the pandemic. We've come along way together!

I look forward to working with the 2022-2023 Board and having another great year of resident advocacy.

Well-Being Chair Report

by Matthew Lowe

The 2021-2022 year saw the return of in-person events and the opportunity for residents to meet for social gatherings, fitness activities, and more.

Resident Wellness Week: The annual Resident Wellness Week took place during the first week of May. Highlights included daily pizza breaks for many programs, fitness activities such as bootcamp with sponsored breakfast, and a virtual beer tasting from Nine Locks. We also ran the *What Wellness Means to Me* campaign, which saw five lucky residents win gift cards.

Fitness: We were excited to be back in person for our popular Evolve Bootcamps and Tuesday night Yoga classes. In addition, the Mardocs Run Club was established this year, every Saturday at 1 p.m. at the Oval!

Social Events: We hosted many social events and giveaways, including Mooseheads and Thunderbirds games, HelloFresh gift card giveaways, resident game night with Vandals Donuts, gingerbread house making, the Christmas Neptune play, and more.

Kitt Turney Award: The Kitt Turney Award for Resident Wellness recognizes a resident who makes an outstanding contribution to resident well-being. This year, the award went to Chris Bitcon, who was recognized for demonstrating "an extraordinary commitment to the well-being of his fellow residents and colleagues" including building "a custom shelving unit for all of the residents' OR shoes and wall-mounted a television".

Resident of the Month: Each month Mardocs highlights a resident who makes

a significant contribution to their program or their fellow residents.

Resident Affairs: MarDocs continued our close relationship with Dalhousie Resident Affairs. Most notable this year was the development of the Resident Peer Support program. Through this program, a group of residents underwent training to better engage in difficult discussions with fellow residents looking for support and to help them navigate challenging situations at work. This will undoubtedly be a valuable ongoing resource.

Advocacy: The well-being chair continued to represent Mardocs at meetings with various stakeholders, including the PGME dean, Doctors NS Peer Support Program, the Dalhousie Wellness Consortium, and the Department of Health and Wellness.

Past President's Report

by Dr. Michael MacGillivray

It was another exciting year at Maritime Resident Doctors (MarDocs). I first want to thank the staff at MarDocs, the other board members who were so giving of their time and all residents across the Maritimes who provide top-notch health care daily. It was an absolute pleasure to serve on the board again in the 2021-2022 year. We accomplished a lot, guided by our President, Dr. Courtney Gullickson – great job Courtney!

This was our first year with our new, smaller board structure and two advisory committees. I think this was a huge success. I chaired the Distributed Sites Committee where residents completing their training at a distributed site had a chance to voice their concerns on a myriad of issues affecting residents including access to food, contract compliance and housing. Having a platform where these residents could speak candidly in a safe space with peers who were sometimes facing the same issues led to fruitful and solutions-oriented discussions. The aim is to continue the success of this committee in the coming year.

This was also a contract year for MarDocs. With the signing of our new contract came many 'wins' for residents, including increased pay, increased call stipend, guarantee of pet-friendly accommodations on mandatory rotations outside a residents' home base, an additional flex day, reimbursement of travel between Municipalities if residents must travel from their home site to a peripheral site as part of their training and others. We continue to have the best resident contract in the country.

MarDocs was successful in launching a pilot for after-hours food access for some surgical and medicine programs this past year. This pilot was a success and was welcomed by residents. This framework will be used going forward to help residents from other programs who do overnight call in hospitals throughout the Maritimes access food while on-call. Huge shout-out to the team at MarDocs for getting this initiative off the ground.

Not all was rosy on the wards this past year. There were allegations of racism in the hospital which affected residents.

MarDocs will continue to educate our board and empower our members so that when situations like this arise we will all be better equipped to handle them and be better allies for our colleagues. The COVID-19 pandemic continued to run rampant. This led to increasing numbers of residents and allied health professionals being afflicted by the infection causing them to miss work and download some of their responsibilities onto colleagues who were already stretched thin leading to increased burnout. MarDocs worked hard throughout this year to provide residents with plenty of diverse wellness activities to help them unwind.

This was my last year on the board after serving four years as a resident and one year as a medical student. It has been a very rewarding experience. I am so thankful that residents practicing in the Maritimes have trusted me to represent them over these years. Best of luck to the 2022-2023 iteration of the MarDocs Board!

Maritime Resident Doctors Board 2021-22

EXECUTIVE

President: Dr. Courtney Gullickson, PEDI

Vice Pres.: Dr. Katie Lines, PSYH

Past President: Dr. Mike MacGillivray, DERM

Treasurer: Dr. Sam Armstrong, DERM

Well-Being: Dr. Matthew Lowe, FMEM

MEMBER AT-LARGE

Dr. David Brandon, FAMI

Dr. Emily Burke, PLAS

Dr. Braydon Connell, NEUR

Dr. Leo Fares, ANAE

Dr. Patrick Holland, INTM

Dr. Catherine Williams, FAMI

Dr. Abhinaya Yeddala, FAMC

RDoC REPS

Dr. Courtney Gullickson, PEDI

Dr. Katie Lines, PSYH

MEDICAL STUDENT REP

Brett Ells

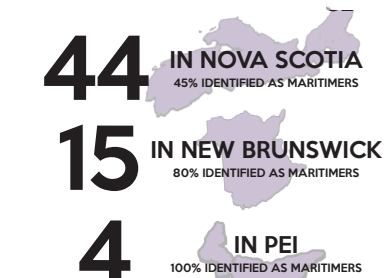
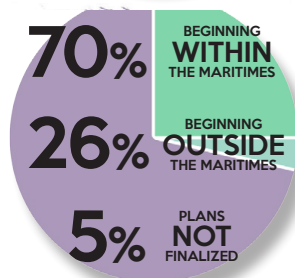
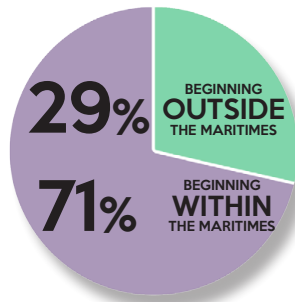
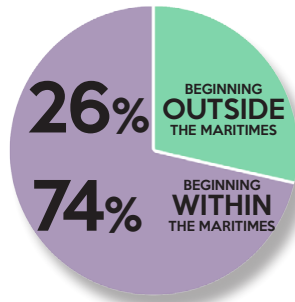
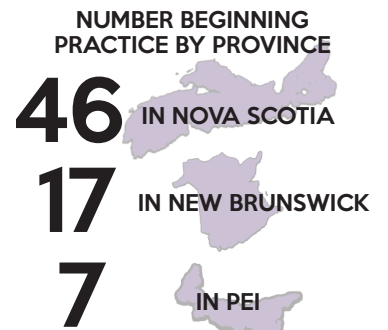
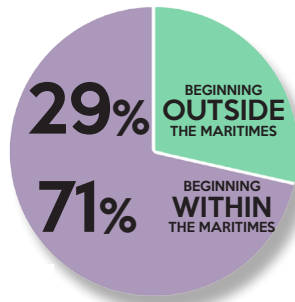
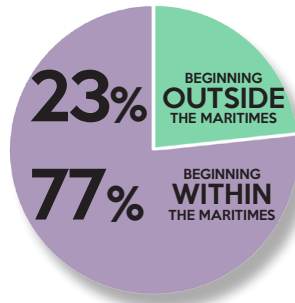
Maritime Resident Doctors
Statement of Operations
 (General Fund)

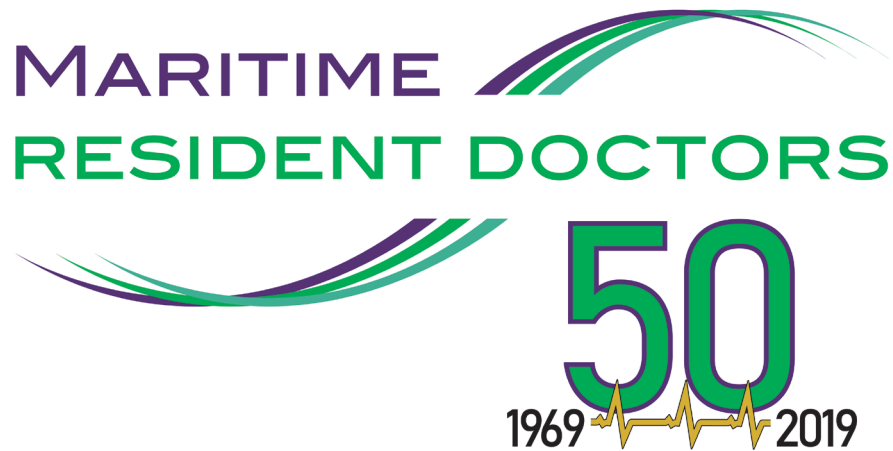
For the year ended June 30, 2022
- Unaudited -

	2022 Budget \$	2022 Actual \$	2021 Actual \$
REVENUES			
Dues	590,000	611,810	597,635
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>710,000</u>	<u>731,810</u>	<u>717,635</u>
EXPENSES			
Accounting	7,300	7,475	7,245
Amortization	3,000	2,109	2,510
Bank charges and interest	2,000	1,144	1,015
Board - office insurance	3,200	3,564	3,251
Board - staff development	10,000	14,164	11,781
Board - staff functions	4,000	6,221	7,001
Board meetings	4,000	739	2,335
Consulting	-	116	117
Dues, licenses and fees	15,000	14,356	31
General legal	2,000	-	1,936
Grievances	-	4,586	3,256
Miscellaneous	1,000	1,263	(105)
Negotiations	10,000	17,185	4,343
Occupancy	35,000	28,817	29,866
Office	10,000	13,356	10,605
Publications and promotion	2,000	1,135	3,578
Resident Doctors of Canada	108,000	66,281	83,873
Salaries and benefits (Note 10)	440,000	364,255	401,603
Telephone and internet	8,000	6,180	6,697
Travel	5,500	4,323	3
Well-being and membership events	<u>40,000</u>	<u>49,176</u>	<u>43,178</u>
	<u>710,000</u>	<u>606,445</u>	<u>624,119</u>
EXCESS OF REVENUES OVER EXPENSES	<u>-</u>	<u>125,365</u>	<u>93,516</u>

Maritime Resident Doctors - Finishing Resident Survey

2021 marked the fifth year of Maritime Resident Doctors' Finishing Resident Survey. With this data, we can look back year-over-year, and see where our members are headed post-residency. See the info below as an example, looking at where residents who transitioned to practice went each of the past five years.





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