

ANNUAL REPORT 2022-23



New doctors, new ideas

for better health care

President's Report

by Dr. Patrick Holland

The 2022-2023 academic year has seen many changes in the residency landscape from the loosening of COVID related restrictions across the Maritimes, to significant ongoing public and political pressures on our healthcare systems, to the negotiation of new collective agreements for our nursing and physician colleagues. Despite the shifting landscape and ongoing pressures, it has been a pleasure to work with the MarDocs staff, our Board of Directors and our many member volunteers to represent resident doctors from across the Maritimes over the past 12 months.

I would like to start by recognizing the commitment and hard work of the MarDocs staff and Board of Directors over the past year. We have a tremendously dedicated staff who ensure that things operate smoothly, and we are grateful for their longstanding service. Our Board of Directors is designed to provide representative input, and direction for our membership. With the help of our membership survey, and the Central Zone and Distributed Sites

Advisory Committees, I believe that we continue to see positive change in that direction. My hope is that this should be further improved by the addition of dedicated representation for Indigenous residents, Black and African Nova Scotian residents, and Visa trainees over the coming year.

Advocating with, and for, residents requires collaboration with many external partners including Dalhousie Postgraduate Medical Education (PGME), Dalhousie's Office of Resident Affairs (RA), Dalhousie's Office of Professional Affairs (OPA), Dalhousie Medical Alumni Association (DMAA), College of Physicians and Surgeons of Nova Scotia (CPSNS), Doctors Nova Scotia (DNS), Medical Society of Prince Edward Island (MSPEI), New Brunswick Medical Society (NBMS), Resident Doctors of Canada (RDoC), Nova Scotia Health (NSH), Horizon Health, Vitalité, Health PEI, the provincial Departments of Health, and the Colleges of New Brunswick and Prince Edward Island.

A few selected highlights from this past year include:

- Coordination of resident reps for Internal Reviews of Royal College programs
- Taking part in RDoC restructuring and strategic planning process
- Expansion of the After Hours Food Program
- Ongoing targeted advocacy with respect to coordination of resources for distributed learning experiences and resident recruitment across the Maritimes

The AGM held in August marked the end of terms on the Board for a number of our directors. I want to sincerely thank Courtney Gullickson, Sam Armstrong, Todd Dow, David Brandon, Catherine Williams, Abbi Yadhalla, Brayden Connell, Dax Bourcier, Ashley Whelan and Jacques Van Wijk for their service and wish them well in their next chapters.

Looking forward to the upcoming academic year, there will be a focus on preparing for negotiation of our next collective agreement, as the current one expires in June 2024. However, there also needs to be continued emphasis on working with our many partners to improve the resident learning environment and the health systems that we're working in. As we chart a course for the upcoming year with our new Board, I'm looking forward to working with our members to continue to improve the residency experience at Dalhousie. If you have suggestions, questions or concerns, please feel free to reach out via email, text or around the hospitals.



Residents from our Moncton site enjoying an evening of axe throwing

CEO's Report

by Sandi Carew

Thank you to our outgoing Board for all of their hard work over the past year. It is always a pleasure working together to tackle issues and work towards improving the residency experience.

Also, thank you to our wonderful staff. We are fortunate to have a hard-working team including Leanne, Cristy, Verlie and Daniel. Thank you for helping us achieve so much each year.

I would like to highlight just a few items from this past year. Through our work with Dalhousie and Nova Scotia Health, we were able to make some improvements outside of our regular negotiations. In addition to our travel and accommodations allowances that give us either paid accommodations or travel up to \$1500 per month to commute to a

rotation outside your home base, we also now have the ability to combine the two. This means if you chose to commute to a rotation and get the travel allowance, you can also access funding for accommodations for those few days that you need to stay over for call. This is put in place to allow some flexibility in commuting to rotations and still being able to do call, while being able to stay at your own home.

We also achieved payment for travel and accommodations for electives in rural Nova Scotia. This is now offered to all residents including those based in NB and PEI, and those already at a rural distributed site.

We also worked with our many partners including the new Office of Professional Affairs, the Indigenous Health and PLANS offices at Dalhousie,

Resident Affairs, the Postgrad office, and other organizations such as Doctors Nova Scotia, the New Brunswick Medical Society, Resident Doctors of Canada, and the Nova Scotia Health Authority.

We completed one of our Membership Surveys this past year which gives us helpful data for serving our members and planning initiatives that are needed. This information also helps us set priorities for our upcoming negotiations and make improvements to MarDocs services.

There is still much work to be done, and the year ahead has already started with some important advocacy. I look forward to seeing many of you at some of our great membership events this year.

RESIDENT DOCTORS OF CANADA REPORT

by RDoC Staff

Resident Doctors of Canada (RDoC) is the national resident voice. Championing the healthiest ways to learn and work, our goal is to create the medical culture we want so we can achieve our vision of a world where healthy residents become fulfilled physicians. Below is a high level summary of how RDoC was driving system change during the period of July 1, 2022- July 1, 2023.

New Strategic Plan

RDoC held its June 2023 meeting of the Board of Directors and AGM of Members Part 1 on June 10, 2023. During this historic meeting the board of directors passed RDoC's updated strategic plan. RDoC's strategic plan will set the organization up for success over the next 3-5 years with a new mission of championing the healthiest ways to live and work and a vision of healthy residents - fulfilled physicians.

RDoC Voice on National Partner Initiatives

From July 1, 2022 - July 1, 2023 RDoC's liaison representatives have attended over 160 meetings with 20 national partners on 80 different committees groups. RDoC has been at the forefront of discussions happening at the national level on Competence by Design (CBD), national licensure, Health Human Resources (HHR), extensions of training, learner well-

being, accreditation, the CaRMS match, equity, diversity and inclusion and anti-racism and CanMEDS 2025.

Competency by Design (CBD) - The Resident Experience

RDoC collaborated with the Royal College on a Competence by Design (CBD) Resident Pulse Check Survey that gathered data on the resident experiences in CBD. The [survey results](#) released in September 2022 showed that 73% of residents indicated that the transition to CBD had a negative impact on their health and wellness. The Royal College is committed to building a strategy to address these and other challenges with the implementation of CBD, and RDoC is fully engaged in ensuring that the resident voice is strongly represented every step of the way.

Extension of Training Proposals

During the 2022-2023 term RDoC was closely monitoring proposals related to extending the length of training for certain programs, specifically the decision by the College of Family Physicians of Canada (CFPC) to extend family medicine training to three years. RDoC convened a team of family medicine residents to review the [CFPC's Outcomes of Training Project Recommendations](#). A response was submitted in January 2023 which outlined RDoC's position on any extension of training, and called for an evidence-based rationale for its decision. RDoC will continue to work with the CFPC and the other learner organizations to ensure decisions are made that prioritize the best interests of medical learners and the Canadian public.

Accreditation

For the period of July 2022- July 2023 RDoC:

- Hosted two pre-accreditation workshops for University of Calgary residents in May 2022 and August 2022 to help prepare them for their on-site accreditation which took place in Sept. 2022.
- Hosted two pre-accreditation workshops for McMaster University residents in January 2023 and February 2023 to help prepare them for their on-site accreditation that occurred in May 2023. Workshop participation rates were very strong with over 80% of McMaster University residents having attended.
- Hosted the first of two scheduled pre-accreditation workshops for University of Saskatchewan residents in June 2023 to prepare them for their on-site accreditation which is scheduled for November 2023.

Optimal Self

RDoC began offering in-person workshops again in 2022. The response from programs seeking workshops was tremendous. The workshop was also featured at the International Congress on Medical Education (ICAM) conference in Quebec City in April 2023. In October 2022 RDoC released an ebook version of the Anthology: Inside the Lives of Canada's Resident Doctors which is now available on the [Amazon Kindle store](#). In addition, for Resident Appreciation 2023, RDoC featured a [video series on YouTube](#) showcasing residents detailing what they do everyday to help be their optimal self.

In June 2023 RDoC adopted a new strategic plan, and as part of that process the decision was made to put new workshop bookings on hold while we explore ways to continue to deliver this important program but in a more sustainable way given that the demand for the workshops far outweigh the capacity of RDoC's volunteer resident trainers to deliver them.

RDoC Annual Awards

RDoC hosted the virtual RDoC Awards reception on June 5th with about 70 people in attendance from all walks of the medical community, [including all Award recipients](#).

Conferences

RDoC was thrilled to return to in-person conferences during the 2022-2023 term. From July 2022-July 2023 RDoC had excellent representation at the Family Medicine Forum, the International Conference on Residency Education (ICRE) and ICAM. At the ICAM 2023 AFMC Learner's Forum, Dr. Carl White Ulyssee, shared RDoC's perspectives on how leaders in medical education can support learner success. He focussed on national issues within RDoC's three strategic pillars: excellence in training, a humane medical culture and collaboration with national partners.

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Maritime Resident Doctors



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Well-Being Chair Report

by Dr. Sarah MacGregor

This year, Mardocs continued to advocate for and support resident wellness:

ACTIVITIES

We continued to host long-standing weekly exercise classes – our Evolve Bootcamps and Tuesday Yoga at Halifax Yoga. We organized broad-ranging wellness activities, for residents and resident families, including Mooseheads, Thunderbirds and Wanderers games, Neptune Theatre, and family apple picking, to name just a few. We also supported the resident-led Book Club and Running Club.

CHALLENGES

We navigated the complexities of returning to large group activities in the fluctuating state of the pandemic. We recognized the unsustainability of our benefits plan, and made the difficult decision to make plan design changes. Despite this, we managed to maintain important supports for residents, such as paramedical benefits with an additional dedicated amount for psychotherapy, while

maintaining low fees for residents.

ADVOCACY

Our contract formed the foundation of much of our advocacy, for example around call schedules. We advocated for better financial support for community rotations, which decreased the financial burden on residents. We worked with PGME, Resident Affairs, and the new Office of Professional Affairs to ensure residents feel safe and supported at work.

WELLNESS WEEK

We hosted a week celebrating wellness for our colleagues. We were treated to pizza parties by our programs and coffee and treats from Mardocs. We won prizes and hosted board games night to bring us closer to our colleagues through friendly competition.

AWARDS

Both of our annual awards were awarded to physicians in our Dalhousie Pediatrics Program. Our Excellence in Teaching Award for staff

went to Dr. Joanna Holland, and our Dr. Kitt Turney Well Being Award for residents was awarded to Dr. Courtney Gullickson. We also continued to select a number of recipients monthly who were models of wellness for their colleagues with our Resident of the Month award. Thank you to our resident wellness committee for helping with the selection process for all of these well-deserving recipients.

HRP AND DISTRIBUTED SITES

Through the Healthy Resident Program and the Distributed Sites, residents define what will best support their well-being. We continued to fund the Healthy Resident Program initiatives for 63 residency programs, to help create wellness initiatives in hospitals and satellite clinics across the Maritimes. We also provided each of our Distributed Sites with a budget to host and manage to organize their own wellness initiatives that suit the needs of their residency cohort; such as themed dinners, bowling parties and kayaking adventures.

Maritime Resident Doctors Board 2022-23

EXECUTIVE

President: Dr. Patrick Holland, INTM

Vice Pres.: Dr. Todd Dow, PLAS

Past President: Dr. Courtney Gullickson, PEDI

Treasurer: Dr. Sam Armstrong, DERM

Well-Being: Dr. Sarah MacGregor, NEUR

MEMBER AT-LARGE

Dr. David Brandon, FAMI

Dr. Dax Bourcier, PEDI

Dr. Braydon Connell, NEUR

Dr. Jacques Van Wijk, INTM

Dr. Ashley Whelan, OPHT

Dr. Catherine Williams, FAMI

Dr. Abhinaya Yeddala, FAMC

RDoC REPS

Dr. Patrick Holland, INTM

Dr. Katie Lines, PSYH

MEDICAL STUDENT REP

Maggie Flemming

Maritime Resident Doctors Statement of Operations (General Fund)

*For the year ended June 30, 2023
- Unaudited -*

	2023 Budget	2023 Actual	2022 Actual
	\$	\$	\$
REVENUES			
Dues	613,000	634,674	611,810
Employee Life and Health 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>733,000</u>	<u>754,674</u>	<u>731,810</u>
EXPENSES			
Accounting	7,300	7,849	7,475
Amortization	2,500	1,398	2,109
Bank charges and interest	2,000	1,263	1,144
Board - office insurance	3,500	3,299	3,564
Board - staff development	14,000	12,435	14,164
Board - staff functions	6,000	8,235	6,221
Board meetings	2,000	1,720	739
Consulting	-	1,842	116
Dues, licenses and fees	15,000	14,706	14,356
General legal	1,000	2,368	-
Grievances	-	4,984	4,586
Miscellaneous	1,000	2,376	1,263
Negotiations	10,000	-	17,185
Occupancy	34,000	28,722	28,817
Office	13,000	17,689	13,356
Publications and promotion	2,000	2,036	1,135
Resident Doctors of Canada	90,000	68,557	66,281
Salaries and benefits (Note 9)	475,000	396,308	364,255
Telephone and internet	6,700	7,803	6,180
Travel	8,000	10,340	4,323
Well-being and membership events	<u>40,000</u>	<u>61,128</u>	<u>49,176</u>
	<u>733,000</u>	<u>655,058</u>	<u>606,445</u>
EXCESS OF REVENUES OVER EXPENSES	<u>-</u>	<u>99,616</u>	<u>125,365</u>



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Maritime Resident Doctors Staff

Sandi Carew
CEO
sandi@mardocs.ca

Leanne Bryan
Manager, Health & Wellness
leanne@mardocs.ca

Daniel Bonner
Manager, Communications
daniel@mardocs.ca

Cristy Atwood
Financial Coordinator
cristy@mardocs.ca

Verlie Tyson
Administrative Coordinator
verlie@mardocs.ca

Offices

1150-5991 Spring Garden Road
Halifax, NS B3H 1Y6

(p) 902.404.3595

(f) 902.404.3599

www.MaritimeResidentDoctors.ca

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