

MARITIME RESIDENT DOCTORS ANNUAL REPORT



2024-25

President's Report

by Dr. Brett Ells

Over the past year, the team at Maritime Resident Doctors has been hard at work with contract negotiations, innovation, and national advocacy for medical learners. It has been an incredible privilege to participate, contribute, and collaborate with such a dedicated group of staff and residents. I'm pleased to share some of the highlights from our year.

THE PAST

At the start of last academic year, we hit the ground running in preparation for collective bargaining. After assessing residents' priorities, we learned that compensation was the top concern. We asked, we listened, and we delivered. The resulting

contract is unmatched across the country, setting a new national standard. Residents training at Dalhousie will now be the highest paid in Canada—by a wide margin. I am deeply proud of our team, including the residents who served on our negotiations committee. In future bargaining, we plan to focus more on duty hours and other non-monetary priorities.

Our relationship with RDoC remains strong. Together, we addressed unprecedented issues such as the AFMC's attempt to tender the match and the CFPC's decision to restrict resident voting rights. Through collaboration with RDoC, PHOs, and numerous partners, we successfully delayed the tendering of the CaRMS match to promote transparency and engagement with learners before proceeding. For the CFPC, resident voting rights were restored, reaffirming the value of our voices.

THE PRESENT

MarDocs continues to work closely with the PGME office to strengthen

relationships and address long-standing concerns, including vacation approvals on high-service rotations and timely responses to requests. This year, we received RDoC Innovation Fund support to pilot an online vacation request platform, designed to improve transparency, schedule visibility, and administrative accountability. We anticipate launching the pilot within six months.

THE FUTURE

Following the success of this year's negotiations, we are turning our attention to duty hours and call requirements. To protect resident wellness, safety, and the learning environment—and to reduce fatigue and burnout—we will advocate for fewer hours, lighter call burdens, and shorter on-call shifts. In preparing for our next contract, we will review other PHO agreements and develop a targeted strategy.

It has been several years since MarDocs reviewed our strategic plan in depth. This year, we will align our plan with RDoC's to ensure parallel efforts while maintaining our priorities—particularly the creation of healthier, safer learning environments for all trainees.

THANK YOU

I have served with MarDocs for three terms during my training and have been continually inspired by the leadership of our CEO, Sandi Carew—steadfast, always available, and deeply committed to residents. This work would not be possible without her and the incredible efforts of the MarDocs staff, Daniel Bonner, Leanne Drake, Verlie Tyson, and Cristy Atwood. Thank you to our board and member volunteers—MarDocs thrives because of your dedication.

It has been an honour and a privilege to serve as President over the past year. While I am completing my emergency medicine training in Newfoundland, I am grateful to remain involved as Past President. I am excited for Kathleen to take on the role—having worked with her as Co-President in medical school, I know she will lead with vision and skill.

Being part of MarDocs has been the highlight of my leadership journey. It is inspiring to work alongside residents committed to making each day better for all Maritime resident doctors.

Follow us on social:



**Maritime Resident
Doctors**



@MarResDocs



**Maritime_
Resident_Doctors**

CEO's Report

by Sandi Carew

The central focus of the past year was the negotiation of a new collective agreement. I am very pleased with the outcome. Once again, we continue to lead the country with higher salaries for residents, while also making meaningful progress on improved call stipends and clearer, fairer rules for vacation requests. This agreement represents significant gains for our members, and I am proud of the scope of what we achieved.

This year also marked the creation of a new Recruitment Committee, composed of residents from across various programs in all three Maritime

provinces. The committee's goal is to explore strategies that support residents who wish to stay and work in the Maritimes. Its work includes gathering perspectives from members across all training sites, identifying gaps in the current recruitment process, developing innovative ideas to address them, and collaborating with recruiters and government partners to strengthen local physician retention.

We continue to maintain strong working relationships with Dalhousie Postgraduate Medical Education and Nova Scotia Health Medical Education, partnering with them

to improve the resident experience. Advocacy this year included addressing scheduling and vacation request issues, as well as educating programs about new travel benefits and their responsibility to respond to vacation

requests within 30 days, as outlined in our new agreement.

Supporting the well-being of our members remains a top priority. We hosted a variety of wellness initiatives and events across all sites and strengthened resident voices through our Distributed Site Advisory Committee. This committee ensures that residents from all training locations have input into MarDocs' work. In addition, we conducted a Membership Survey to gather feedback and guide our organizational priorities. Day-to-day, our staff continue to provide frontline support, answering questions and assisting members with issues as they arise.

I am grateful every year for the dedication of resident volunteers who commit their time and energy to

improving the residency experience for all members. Thank you to the Board of 2024–2025 for your advocacy and leadership—you accomplished so much, and your efforts made a difference. This year we also said farewell to Pat Holland, who contributed to MarDocs throughout his entire residency and even as a medical student, including two full rounds of negotiations. A special thank you as well to outgoing President, Dr. Brett Ells, for his passionate advocacy. Brett brought the vital perspective of Family Medicine and distributed sites to every discussion and decision.

Finally, I want to recognize the incredible staff team at MarDocs—Leanne, Cristy, Verlie, and Daniel. Your hard work and commitment make all of our successes possible.



Fresh coffee and prizes set up at the VG during Resident Wellness Week in February 2025.

Did you know?

Maritime Resident Doctors represents over **650 residents** practicing throughout Nova Scotia, New Brunswick and P.E.I.?

For lots of info on starting, navigating and finishing residency, visit our website at www.MaritimeResidentDoctors.ca

Well-Being Report

by Mardocs Staff

ACTIVITIES

This year, Mardocs remained committed to supporting resident wellness through a wide range of initiatives in Halifax and at our Distributed Sites. We continued to host our popular weekly fitness classes, including Evolve Bootcamps and Tuesday Hot Yoga at Halifax Yoga. To kick off 2025, we ran another successful six-week boxing program with Queensbury Boxing and supported resident-led initiatives such as the Running Club. Mardocs also organized a variety of family-friendly wellness activities — from ticketed events like the Halifax Mooseheads, Thunderbirds, and Wanderers games, to apple picking at Noggins Farm in the Annapolis Valley, and a meet-and-greet with Santa. In

partnership with Dalhousie Resident Affairs, we launched a new series of online financial literacy workshops, empowering residents to strengthen their financial wellbeing. We're fortunate to have Mardocs offer these platforms that allow residents to connect — whether through creative wreath-making workshops, our Eid al-Fitr celebration, or attending Neptune Theatre's production of Controlled Damage (on Viola Desmond), taking time out of our busy schedules to connect, unwind, and expand our knowledge, which reflects our ongoing commitment to resident wellness and community.

CHALLENGES

This year, we navigated the challenges of rising costs in our group benefits program. Our Trustees worked

diligently to ensure financial balance and sustainability while maintaining the quality and accessibility of our rich benefits plan.

WELLNESS WEEK

In alignment with our national partner organization, Resident Doctors of Canada (RDoC), we rescheduled our annual Wellness Week to coincide with other provincial housestaff organizations across the country and switched to February, which worked well to meet the demands

of our busy schedules. Highlights included pizza parties hosted by programs, Pour Dad handcrafted beverages and treats at Halifax hospitals (all provided by Mardocs), as well as prize draws and a board games night that encouraged camaraderie and friendly competition. We also



Resident holiday wreath-making session held at Evolve Fitness in November 2024.

Maritime Resident Doctors Board 2024-25

EXECUTIVE

President: Dr. Brett Ells, FAMNN
Vice Pres.: Dr. Emily Burbidge, FAMI
Past Pres.: Dr. Patrick Holland, MEDO
Treasurer: Dr. Jasmine Mah, GERM
Well-Being: Dr. Megan Comeau, PEDI

MEMBER AT-LARGE

Dr. Khaled Abumansour, RADO
Dr. Ryan Densmore, FMEM
Dr. Kristin Ko, ANAE
Dr. Sarah MacGregor, NEUR*

Dr. Kathleen MacMillan, RADI
Dr. Hawalul Nurdin, FAMI
Dr. Adele Orovec, SURG
Dr. Sam Palmer, FAMS
Dr. Archchana Rajmohan, FAMI

MEDICAL STUDENT REP

Kenisse Trotman

* = Also serve as Resident Doctors of Canada rep.

Well-Being report continued:

partnered with our friends at DNS Pathways to promote wellness, connection, and growth among residents.

AWARDS

We were pleased to recognize outstanding contributions to wellness with our annual awards:

Excellence in Teaching Award:

Presented to staff physician: Jonathan Gale MD FRCPC, Assistant Professor, Department of Critical Care Medicine, Dalhousie University, in recognition of dedication to resident education and mentorship.

Dr. Kitt Turney Well-Being Award:

Presented to resident physician:

Tammy Selman, PGY 3, Plastic Surgery Program, for exemplifying compassion, balance, and advocacy for peer wellness.

Additionally, our **Resident of the Month Program** continued to celebrate residents who embody wellness and serve as role models within their programs. [CLICK HERE](#) to view recipients.

We extend our sincere thanks to

the Resident Wellness Committee for their invaluable contributions in selecting and supporting these deserving recipients.

HEALTHY RESIDENT PROGRAM & WELLNESS INITIATIVES AT DISTRIBUTED SITES

Through the Healthy Resident Program and Distributed Program Funding, we continue to empower residents to design and lead wellness initiatives tailored to their unique needs. This year, we funded wellness activities across 63 residency programs, promoting wellbeing in hospitals and satellite clinics throughout the Maritimes. As our residency seats increase, so do our distributed site programs. Each of those programs received dedicated Mardocs' funding to support local wellness efforts — from themed dinners, bowling nights, and journal clubs, to Sugar Moon Farm adventures and healthy snack initiatives.

A special thank-you to our Distributed Site Representatives, who continue to champion wellness and advocate for improved working conditions outside the Central Zone — all while balancing the demands of residency.



Fun times at the Anesthesia retreat, which received funding from the Maritime Resident Doctors' Healthy Resident Program.

Resident Doctors of Canada by Leslie Cuthbertson, RDoC CEO

2024–25 was a defining year for Resident Doctors of Canada (RDoC), one that underscored the power and importance of a unified resident voice in shaping Canada's medical training system. Amid a complex national landscape, RDoC delivered tangible advocacy wins, advanced equity and wellness in training, and strengthened its foundation for the future.

National Advocacy and System

Impact

RDoC's advocacy produced major outcomes for residents. We successfully helped reverse the Association of Faculties of Medicine of Canada's (AFMC) decision to tender the CaRMS contract, protecting shared governance of the match and ensuring that learners retain an equal voice in its future.

Family Medicine residents also regained their voting rights within

RDoC report continued:

the College of Family Physicians of Canada (CFPC), following RDoC's legal and policy advocacy. RDoC now holds a seat on the national Family Medicine Task Force and continues to advance solutions to address the Family Medicine crisis.

A historic achievement this year was the adoption of new national accreditation standards that, for the first time, explicitly call for action against anti-Black and anti-Indigenous racism. These standards, taking effect July 1, 2026, are the result of four years of collaboration with the Indigenous Physicians Association of Canada (IPAC) and Black Physicians of Canada (BPC).

RDoC also championed progress in fatigue risk management, reframing excessive work hours as a health systems and patient safety issue. Foundational work began to develop national tools and a cross-sector strategy to support residents and training programs.

Research and Resident-Led Insight

RDoC's Determinants of Resident Health study identified systemic

factors affecting wellness in residency. Findings were shared through a national summary report and call to action and are now informing RDoC's ongoing well-being and anti-racism initiatives.

Through the Competence by Design (CBD) Resident Pulse Check Survey, conducted with the Royal College, RDoC continued to evaluate the real-world impact of CBME implementation. The second iteration highlighted concerns about assessment burden, delays in faculty completion, and the administrative load of EPA documentation, insights now directly informing CBD adaptations.

Leadership, Equity, and Representation

Seventy-five resident volunteers across Canada represented RDoC on 58 national committees with 15 partner organizations, ensuring the resident perspective influenced decisions in education, regulation, and healthcare reform.

RDoC also strengthened its Family Medicine leadership, convening residents from across PHOs, IPAC, and BPC to identify root causes of the

discipline's current challenges and develop a national framework for resident success.

Work continued to modernize accreditation engagement, with a redesigned Pre-Accreditation Questionnaire (RPQ) and new training for internal review surveyors. RDoC also provided actionable recommendations to the Canadian Residency Accreditation Consortium (CanRAC) that are now being implemented.

Resident Mobility and Data Protection

RDoC advocated to the Federation of Medical Regulatory Authorities of Canada (FMRAC) to advance resident mobility by reducing redundant licensing requirements and promoting the development of a national physician registry.

RDoC also safeguarded learner privacy by challenging an AFMC proposal to collect well-being and EDI data via CAPER. As a result, CAPER revised its approach. RDoC's resident representative also now chairs CAPER, helping ensure the resident voice is represented.

Organizational Strength and

Sustainability

Internally, RDoC continued to evolve as a national organization. We aligned around a refreshed governance model and strategic plan, reinforced financial sustainability, and invested in professional team and volunteer training to ensure long-term impact.

Our Optimal Self workshop series expanded again this year, equipping hundreds of PGY1 residents with practical, evidence-based strategies for well-being and performance.

Looking Ahead

The 2024–25 year demonstrated what residents can achieve through collective action. By coupling evidence-based advocacy with authentic partnership, RDoC continues to drive system-level change toward a more equitable, sustainable, and resident-centered medical training system.

As we look to 2025–26, our priorities remain clear: strengthen collaboration across the national network, amplify the voices of those most impacted by systemic barriers, and continue building healthier ways to learn and work that define RDoC's mission.

Maritime Resident Doctors Statement of Operations (General Fund)

*For the year ended June 30, 2025
- Unaudited -*



New doctors, new ideas

for better health care

	2025 Budget \$	2025 Actual \$	2024 Actual \$
REVENUES			
Dues	680,000	754,178	674,027
Employee Life and Health Trust Fund administration (Note 11)	60,000	60,000	60,000
Resident Trust Fund membership events (Note 11)	40,000	40,000	40,000
Resident Trust Fund administration (Note 11)	<u>20,000</u>	<u>20,000</u>	<u>20,000</u>
	<u>800,000</u>	<u>874,178</u>	<u>794,027</u>
EXPENSES			
Accounting	9,500	9,500	9,314
Amortization	2,500	1,436	1,789
Bad debts	-	-	26,258
Bank charges and interest	2,000	1,270	1,178
Board - office insurance	4,300	4,466	4,262
Board - staff development	18,000	13,744	17,251
Board - staff functions	9,000	12,733	8,669
Board meetings	500	403	105
Consulting	-	-	148
Dues, licenses and fees	17,000	15,723	15,325
General legal	2,000	173	167
Grievances	-	5,455	60,220
Miscellaneous	2,000	3,325	782
Negotiations	25,000	63,182	2,868
Occupancy	30,000	25,085	25,910
Office	28,000	22,058	24,039
Publications and promotion	4,000	1,365	853
Resident Doctors of Canada	75,000	69,547	104,224
Salaries and benefits (Note 10)	466,600	443,649	403,935
Telephone and internet	8,500	6,145	7,675
Travel	15,000	11,875	16,102
Well-being and membership events	<u>50,000</u>	<u>41,652</u>	<u>43,530</u>
	<u>768,900</u>	<u>752,786</u>	<u>774,604</u>
EXCESS OF REVENUES OVER EXPENSES	<u>31,100</u>	<u>121,392</u>	<u>19,423</u>

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



New doctors, new ideas

for better health care

Offices

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

(p) 902.404.3595

(f) 902.404.3599

www.MaritimeResidentDoctors.ca