

AUTUMN 2016

A look back as we close 2016 - from the desk of the CEO

by Sandi Carew, CEO

As we say goodbye to 2016, I look back at what a great year it was for Maritime Resident Doctors. Among our many resident wellness initiatives, this year we also introduced a Recruitment Panel for residents to help provide information to those interested in staying here in the Maritimes. We also increased our charitable work. In addition to the support we give to Camp Triumph and Halifax Pride, we also did our first ever Cuts for Cancer and raised over \$15,000 as well as donated lots of hair!

Both our Resident Awareness Week (February) and Resident Wellness Week (May) were well received. We also conducted a Membership Survey this year



and distributed the results just this fall. Overall we were happy to see the high

levels of satisfaction with our services, and will continue to work on areas that need more promotion.

I am looking forward to more great work in 2017. On the agenda is the introduction of a confidential reporting system on our website for residents to tell us about workplace contract violations so we can gauge what areas need some extra attention and improvement. Stay tuned for more details.

Merry Christmas and Happy Holidays to all of you. Enjoy some time off from your busy resident schedules, and we'll see you all again in the New Year.

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WELLNESS CHAMPION

Mardocs Well-Being Award
winner for 2016

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MARDOCS VEEP

A profile of Maritime Resident
Doctors VP Dr. Caitlin Lees

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Maritime Resident Doctors Holiday Office Hours

Please note that our office will close
on Thursday, Dec. 22, and remain closed
until Tuesday, Jan. 3.

Merry Christmas & Happy Holidays from Maritime Resident Doctors



Healthy Resident Program: Funding resets on January 1

One wellness initiative available through Maritime Resident Doctors aims to help residents one program at a time.

The Benefits Trust Fund Healthy Resident Program began in 2014 to help address mental health issues in residents. Current residents can apply to the Fund for program-related initiatives. Residents must apply on behalf of their program. Maximum amount per program is \$2,000 annually.

So what kinds of things does the program help with? Here are some of the things that have been funded recently:

- Axe throwing
- Dodgeball team
- Ice Cream rounds
- Kayaking at resident retreat

- Deep sea fishing
- Lounge upgrades
- On-call healthy snacks
- Healthy academic half day breaks
- Resident coffee house
- Yoga sessions
- River rafting

Most importantly (for this time of year), the program runs on the calendar year so all funding resets on January 1st. Has your program recently taken advantage of funding? No problem, start thinking up great ideas to put into practice in 2017. To put forward your idea, complete an online application at least 30 days in advance of the start date of the initiative. Visit our website - www.MaritimeResidentDoctors.ca - for more info to fill out an application.

Healthcare Spending Account: Some relief for costs that add up

Did you know that your benefits include a Healthcare Spending Account (HSA)? At the beginning of each year you receive a credit of \$100 in your HSA that you can claim towards eligible medical expenses for you or your eligible dependents.

The HSA can be used to “top-up” the unpaid portion of your Health and Dental claims, or to reimburse you for any other medical expense. At the end of the year (June 30), any unused balance is forfeited.

What can I claim under the Healthcare Spending Account?

- Prescription drug co-pays
- Dental co-pays
- Unpaid balance of Vision claims
- Paramedical claims after plan maximum has been reached
- Medical expenses approved by the CRA for the Medical Expense Tax Credit

What is not covered?

- Over the counter drugs
- Gym memberships
- Fitness Equipment / clothing

Don't miss out on these benefits perks: EFAP & MHCSI programs

Employee & Family Assistance Program (EFAP)

Did you know that as a member of Maritime Resident Doctors you and your family have access to a comprehensive Employee and Family Assistance Program (EFAP)? The EFAP is a confidential and voluntary support service that can help you find solutions to all kinds of challenges you may be faced with, at no cost to you. As a resident, you have 24/7 access to self-guided resources, and support over the phone or online. If you prefer to meet with a counsellor in person, appointments can also be made. To take advantage of the online resources such as e-counselling, instant chat, or to simply view the many articles, visit:

www.workhealthlife.com. For more information, contact Leanne at (902) 404-3594 or Leanne@mardocs.ca

MHCSI Discount Program

For every prescription you have dispensed through a Lawtons/ Sobeyes pharmacy, you will receive a discount of \$2 off the dispensing fee. You also will receive a discount of 5-40% off purchases in Lawtons' front store. [CLICK HERE](#) to enroll. Or visit: www.MaritimeResidentDoctors.ca

You do not have to switch pharmacies to use the Lawtons front store purchase program card. This program is free and offers no obligation.

Group Name: MARITIME RESIDENT DOCTORS

Group Password: MRD69002

Maritime Resident Doctors 2016 Well-Being Award Winner: Dr. Elise Graham

Maritime Resident Doctors is pleased to recognize Dr. Elise Graham (PGY5, otolaryngology) as the winner of the 2016 Resident Well-Being Award.

The award recognizes a resident who makes an outstanding contribution to resident well-being. This includes the following characteristics: being a strong team player, showing respect for peers & patients, dedication, approachability, serving as a role model for balancing work & personal life as well as enhancing the residency experience for other residents through teaching & support of peers. Ultimately, it comes down to being a champion for well-being within your program.

Dr. Graham certainly qualifies. Her submitted nomination letter declares her as a leader of the otolaryngology program, tirelessly organizing team-building activities and promoting resident well-being.

"She is the glue that holds our group together and never seeks (and almost never receives) thanks for her efforts," the nomination says. "Elise deserves to be recognized for her efforts to promote friendship, collegiality and well-being within our group."

The nomination highlighted a couple of efforts, including organizing a team building axe-throwing event with MaRDocs' Healthy Resident Program funding and designing and ordering Division warm-up sweaters for not only residents but attending surgeons, the administrative team and nurses. She also tracks birthdays and special weeks (nurses

week, admin assistant week, etc.) and ensures all appropriate people are celebrated.

Her nomination goes on to say, "Elise does not have it easy. She is the only female resident in our program and has to tolerate the shenanigans of her male co-residents. She takes this in stride, with unfailing good humour and patience."

The nomination extolled her achievements beyond well-being, including research and academic accomplishments, while praising the example she sets. "Elise is also a great



role model to junior residents for ethical resident practice and dedication to our patients."

Congratulations to Dr. Elise Graham for receiving the 2016 Maritime Resident Doctors Well-Being Award.

2016 MEMBERSHIP SURVEY

COLLECTIVE AGREEMENT SATISFACTION



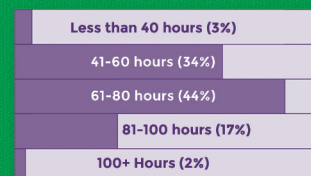
ONE-IN-THREE HAVE EXPERIENCED A CONTRACT VIOLATION



TOP REPORTED VIOLATIONS

- Extended work hours
- Frequency of call shifts
- Schedule changes
- Unjust denial of leave
- Workplace bullying

HOURS WORKED PER WEEK



RESIDENT POLLING

Extend residency to work fewer hours per week



72% disagree

Current work hours adequately prepare you for practice



80% agree

Maritime Resident Doctors should advocate for shorter hours



64% disagree

Maritime Resident Doctors should enforce call maximums



91% agree

Your program should explore alternative call methods



51% agree

Survey taken June 2016 • 246 residents respondents
More info at www.MaritimeResidentDoctors.ca

Know Your Contract

Educational & Exam Leaves

by Sandi Carew, Maritime Resident Doctors CEO

18.10 (a): Each Resident shall be entitled to leave without loss of regular pay for the purpose of taking any Canadian professional certification examination; for example Royal College examinations, LMCC, CFPC. This leave shall include the exam date(s) and reasonable traveling time to and from the site of the examination. In the case of the LMCCII exam, no Resident shall be on call beyond noon the Friday before the LMCCII exam. This leave shall not be deducted from vacation leave. Arrangements to take such leave are to be made in consultation with the Program Director of the Resident's own Program.

18.10 (b): A Resident shall be granted seven (7) consecutive days without on-call or clinical duties, immediately prior to sitting the exam in order to study for qualifying or licensure examinations of the College of Family Physicians of Canada, or the Royal College of Physicians and Surgeons of Canada.

This means all residents who are writing their final exams with the Royal College or CFPC will get time off to travel to the exam and the exam time, as well as one full week of study time off prior to the exam. If this time off falls over a holiday, a lieu day can be taken at another time.

If there is a two part exam, such as written and oral, the one week study time can be taken before one or the other or split, as decided in consultation with your Program Director.

If you have any questions always feel free to contact me at sandi@mardocs.ca

Bonus tip: Entering your call shifts in the call tracker system

We may sound like a broken record, but when it comes to getting you the money you deserve, there can never be too many reminders. In order to be paid for the call that you work, you must ensure that you enter it into Dalhousie's Call Shift Tracker each month. The tracker is built within the DalMedix system. The call is submitted monthly. You can enter your call at the beginning of the month, or any time throughout the month, but you cannot submit it until the call is complete. The deadline to enter your call shifts is 10 days after the end of the month. *If you do not submit your call on time, you will not be paid for your call.* Visit DalMedix to finalize your call shifts. If you have login issues, contact dalmedix@dal.ca or call (902) 494-1234.

A life-long educational experience: Dr. Caitlin Lees, MaRDocs VP

If degrees were like playing cards, Dr. Caitlin Lees would be well on her way to a good poker hand.

Lees, a PGY3 in Internal Medicine and Maritime Resident Doctors' vice president, epitomizes the life-long learner archetype in medicine. Already with an undergrad and a masters before entering medical school, Lees has put her residency on temporary hold to participate in the Clinician Investigative Program at Dalhousie, and earn another master's degree.

For Lees, the decision to pursue the CIP program is at least partially rooted in her educational past. She earned her undergraduate degree in film production in Newcastle, England, before collecting a master's degree in cinema studies from

the University of Toronto. After changing career tracks, and picking up her medical degree from McMaster University, she recognized that the limited scientific studies could reduce her options.

"I realized that I wanted more variety in my career. Rather than be full-time clinical, I wanted to have some time that could be spent either teaching or doing research," she says. "Given my background, having a Masters of Arts hasn't really set me up for a successful career in scientific or clinical research. The scientific method wasn't exactly a foundation of that degree."

Lees is a proud transplant to the Maritimes. Originally from Cambridge, Ont., as a well-travelled medical graduate she recognized that she wanted to spend her residency on one of Canada's coasts, an experience she fell in love with in England. Despite having little experience with the Maritimes – the sum total of which was a two-week medical school rotation – she decided to take the plunge in Canada's East Coast.

"I got here and just fell in love with the city," she says. "It's walkable, it's beautiful, I love the heritage houses – and I live in one. The other thing is the people. That stereotype about Maritimers being much friendlier is true. It changes everything right down to the culture in the hospital and how you interact with staff and patients. I love it here and I have no intentions to move back if I can help it."

Part of settling into life in her new region included getting involved with Maritimes Resident Doctors. Last year, she



served her first term as vice president, beginning a second term this past July. The experience was a new one for Lees, who admits she didn't do much by way of leadership throughout medical school.

"It just happened in residency and I discovered that I actually enjoy it a lot," she says. "Being exposed to the administrative side – working with professional associations and the post-grad office – I find it rewarding to do something for your colleagues and try to make things better for them. It's also really challenging. I don't think I realized how much work goes into making medical education and the training that we go through as good as it can be."

The future holds lots more variety for Lees. She has another 18 months to go in her CIP program, then the Internal Medicine subspecialty match, where her CIP focus (palliative care in advanced pancreatic cancer) is leading her to a trio of possible choices: palliative care, medical oncology or geriatrics.

And of course she's one more degree away from finishing that poker hand.

Just the facts

*Rapid-fire with Caitlin Lees,
PGY3, Internal Medicine*

Favourite Food: Sushi

Favourite Movie: Paris, Texas

Favourite Colour: Green

If I wasn't in medicine I would be:
Probably an under-employed academic doing a post-doc, probably looking at Disney World (because that's what I did my master's thesis on).

What do you do when you're not working: Hang out with my dog (Laika) and play hockey.

Favourite place to visit: Locally, I love Point Pleasant Park. Globally, I went to the Sahara Desert and it was amazing.

Maritime Resident Doctors Events



Halifax Pride Parade

On Saturday, July 23, Maritime Resident Doctors once again participated in the Halifax Pride Parade. Thanks to the many residents who walked with our float.



2016 Golf Challenge

On Sunday, Sept. 18, residents hit the manicured grass of Glen Arbour Golf Course in Hammonds Plains, NS, for our annual Golf Challenge.



Mardocs Axe-Throwing Night

On Thursday, Nov. 10, a group of residents work out all of their frustrations during our first-ever Maritime Resident Doctors Axe-Throwing Night.



Milk & Cookies with Santa

On Sunday, Dec. 4, our ever-popular Milk & Cookies with Santa was held in Halifax. Nearly 50 people - residents and their families - came out over two sessions.

Healthy Resident Program excursions

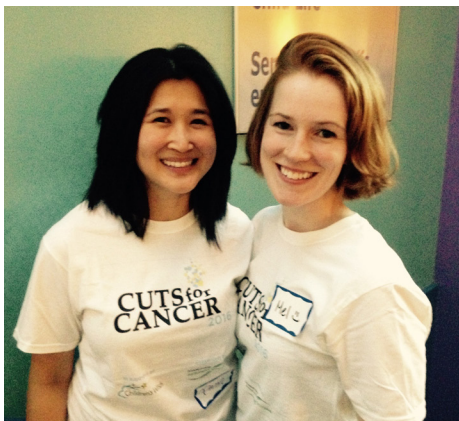


Maritime Resident Doctors' Healthy Resident Program provides funding for programs for wellness-related activities. The HRP funded lots of program in 2016, with just two examples being Family Medicine Halifax's axe-throwing outing (left) and Otolaryngology's deep sea fishing outing (right).

For lots more info on the Healthy Resident Program, check out Page 2.



Maritime Resident Doctors Presents: Cuts for Cancer Halifax



The inaugural Cuts for Cancer Halifax took place on Thursday, Sept. 22, at the IWK. This resident-led event challenged people to cut their hair or shave their head in support of Children's Wish Foundation. The event was a great success.

More than 35 people cut their hair, resulting in 30 ponytails donated to Continental Hair - Wigs for Kids program. The event also exceeded its goal of \$15,000, granting the wish of our poster child, Sam.

Thank you to any and all resident volunteers and donors. A special thank you to Dr. Melanie Meehan and Dr. Pamela Lai (both PGY2, Family Medicine) who spearheaded this event.



Residency is tough. We would like to help.

The Healthy Resident Program was established by the Maritime Resident Doctors Benefits Trust Fund and is available to residency programs who would like to incorporate more mental health/wellness initiatives into their training.

Who Can Apply?

Residents can apply for funding on behalf of their program.

What Types Of Programs Are Eligible?

Priority will be given to programs that apply for funding to promote good mental health in the workplace.

How Can I Apply?

Visit www.MaritimeResidentDoctors.ca and fill out the online application.



In a survey of Canadian residents, almost a third (30%) reported having experienced a mental health issue.

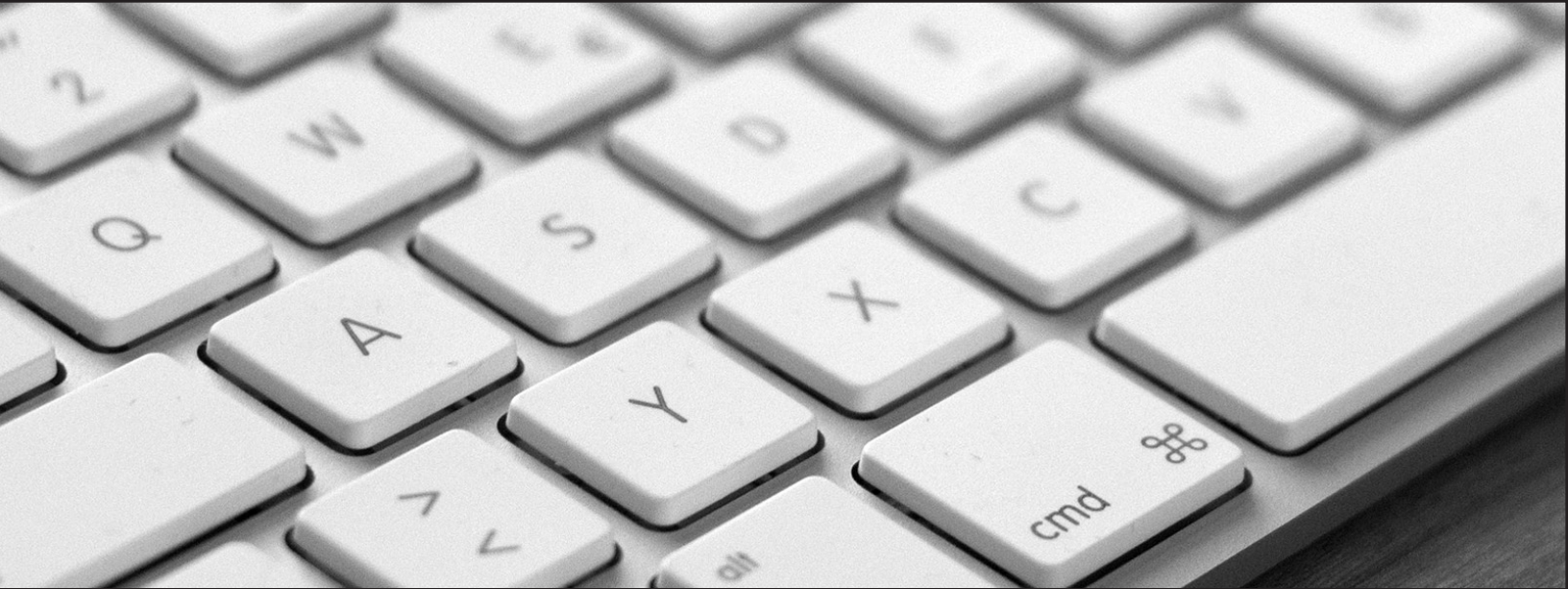
A survey of Canadian physicians reported that over a quarter (26%) stated that their mental health made it difficult to work.

Depression is the number one common indication based on prescription drug costs for the Maritime Resident Doctors benefits plan.

14% of the Maritime Resident Doctors benefits plan drug costs are directly associated with depression.

2017 Funding Opens January 1st





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