

SPRING 2016

Spring is in the air - from the desk of the CEO

by Sandi Carew Flemming, CEO

With another academic year almost behind us, I'd like to take this opportunity to bid a fond farewell to those of you who are about to finish your residency and move on to your career as an independent physician. It's an exciting time in your career, but not without lots of stress and planning for your practice. I hope you've had a chance to check out the CMA's New in Practice 2016 guide that gives lots of tips and great information to help you get started. Daniel Bonner, our Manager of Communications, will be out and about visiting each site with our provincial recruiter to have an evening of celebration and opportunity to talk about available positions. Also, keep an eye out for our Information Session in May for all

residents who are looking to stay in the Maritimes and wondering where to start looking. We'll have a panel of speakers to provide you with lots of great information on how to go about staying here to practice.



Having just signed a new collective agreement this year, we will see the first financial increase this July 1st with a one per cent increase to all the salary levels. For those of you sticking around, you should see your level go up to the next

PGY step as well as this new increase in levels starting in July. Check out www.MaritimeResidentDoctors.ca to see more details and look up your new salary level. Any questions on the collective agreement can always be directed to me at sandi@mardocs.ca

We have had a busy year with both negotiations and the ongoing roll out of our strategic plan. Some new areas for us this past year have been working to increase the profile of residents in the public eye, awareness of what it is a resident does, as well as reaching out to support our community events, such as the Pride Parade and the Camp Triumph Curling event. Stay tuned for more events as we wrap up this year!

INSIDE...

TOPS IN TEACHING

Mardocs Excellence in
Teaching winner for 2016

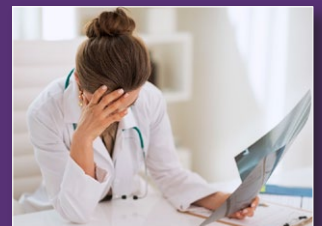
PAGE **5**



BOUNCING BACK

A discussion about RDoC's
new Resiliency Program

PAGE **7**



Maritime Resident Doctors 2016 Golf Challenge

Sunday, Sept. 18th • Glen Arbour Golf Course • 8:30 a.m

MARITIME
RESIDENT DOCTORS



Your residency is wrapping up, now what about your benefits?

Finishing Your Residency?

Please note, your benefits will terminate on the date you finish your residency. After this date your Manulife Financial cards will no longer be valid. If you would like to continue with an individual Manulife FollowMe Plan, please contact 1-866-318-2727.

Your MHCSI/Lawton's pharmacy discount cards will not expire until December 31st, 2016. You may continue to utilize the benefits of this discount program at the pharmacy and front store.



Fellowship & Your Benefits

Are you finishing your residency now, but returning to residency in the fall to do a fellowship? If you would like to maintain your Manulife Financial coverage in the meantime, contact Leanne to obtain permission from Manulife to bridge your coverage. You will remain on the plan without an interruption of coverage, but you will be required to pay the full cost of the monthly benefit amount and your dues, as you will not be paid during this time and the employer will not be contributing.

For more information, email Leanne@mardocs.ca or call 902-404-3594.

Maritime Resident Doctors Well-Being Award accepting nominations

Maritime Resident Doctors is pleased to announce that nominations are now open for our 2016 Well-Being Award. Deadline for nominations is May 30. This annual award recognizes residents who make an outstanding contribution to resident well-being. This includes the following characteristics:

- Strong team player
- Respect for peers & patients
- Dedication
- Enhances the residency experience for other residents through teaching & support of peers

- Approachable
- Role model for balancing work & personal life
- Other contributions to resident well-being

Both nominators and nominees must be current residents registered at Dalhousie and members of Maritime Resident Doctors. To nominate someone, [CLICK HERE](#) to download the nomination form. Include with the form a letter describing how the nominee meets the criteria. **Deadline is May 30.** The recipient will be presented a framed certificate and a \$500 cheque. For more information, contact Leanne@mardocs.ca

Don't miss out of 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/Sobeys pharmacy, you will receive a discount of \$2 off the dispensing fee. You also will receive a discount of 5-40% of 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

Dr. Laura Swaney wins national resident well-being award

We are very pleased to announce that Maritime Resident Doctor's board member Dr. Laura Swaney (PGY4, Pediatrics) is this year's winner of the Resident Doctors of Canada (RDoC) Puddester Award for Resident Wellness.

The award was formally presented at the Canadian Conference on Medical Education in Montreal in April.

From our friends at RDoC:

The RDoC Puddester Award for Resident Wellness recognizes individuals who work to improve the wellness of residents across Canada.

Dr. Swaney, a resident pediatrician at Dalhousie University, is also the Chair of Wellbeing for Maritime Resident Doctors, responsible for the many wellness

initiatives that are carried out there, including the initiation of the MarDoc Employee and Family Assistance Program that is available to residents and their families.

She is a scholar on the issue of resident burnout, and has contributed her knowledge to RDoC's Resiliency Curriculum Project.

To learn more about the Resiliency Curriculum Project turn over to page



Dr. Laura Swaney receives the RDoC Puddester Award for Resident Wellness from RDoC President Dr. Tom McLaughlin

seven of this publication for a feature interview with Dr. Swaney.

A heartfelt congratulations to our outgoing Well-Being Chair, Dr. Laura Swaney.

Together, let's grant a wish



Meet Sam!

His wish is to meet Mickey Mouse in Disney! Help us grant wishes for wish kids just like Sam!

Help grant the wish of a child with a life-threatening illness by shaving your head, cutting your hair, donating, or joining us on September 22! from 6-9 pm, IWK Gallery
cutsforcancerhali@gmail.com
maritimeresidentdoctors.ca

**CUTSfor
CANCER**

in support of
Children's Wish

MARITIME
RESIDENT DOCTORS

Maritime Resident Doctors WINNER'S CIRCLE

Did you win a contest recently? These residents did. Most contests are run through email. If you don't receive our regular emails, contact: Daniel@mardocs.ca

Wellness Week \$50 lululemon gift cards

Boot Camp: Kyle Jewer (PGY3, ANAE)
Yoga: Lavanya Ravichandran (PGY1, OBST)

Wellness Week Question of the Day winners

Monday: Ameer Aslam (PGY6, NEON)
Tuesday: Mohammad Alyafi (PGY3, OBST)
Wednesday: Megan McGarry (PGY4, GMED)
Thursday: Joanne Reid (PGY2, FAMP)
Friday: Ravi Pullela (PGY3, ANAE)

Tax Tips \$100 RCR Restaurants gift cards

Crystal Zhou (PGY1, PSYH)
Matthew Kriese (PGY1, FAMW)

Mooseheads (Feb.) Ticket Winners

Stephen Douglas (PGY4, NEUR)
Alex Legge (PGY2, INTM)
Kristian Lobban (PGY2, FAMI)
Michelle Arakgi (PGY2, ORTH)
J.P. King (PGY3, RADI)
Olga Yashchuk (PGY2, PSYH)
Paul Kahlke (PGY4, PEDI)
Pamela Lai (PGY1, FAMI)
Dominique Piche (PGY1, PEDI)
Nico Moolman (PGY3, OTOL)

Mooseheads (Jan.) Ticket Winners

Ross Mason (PGY5, UROL)
Alex MacNeil (PGY2, ANAP)
AJ Howes (PGY5, CARD)
Anca Matei (PGY4, OBST)
Mike Wong (PGY2, ANAE)
Laura Murphy (PGY3, PEDI)
Kitt Turney (PGY3, ANAE)
Kathleen Singh (PGY3, PSYH)
Reid Sadoway (PGY2, EMER)
Alex Bishop (PGY1, ORTH)

Watch your email for our next great contest!

Know Your Contract

Call Schedules and Call While Pregnant

by Sandi Carew Flemming, Maritime Resident Doctors CEO

PREGNANT RESIDENTS

Article 17.01 (d) states: A resident who becomes pregnant shall not be required to do overnight call after twenty-eight (28) weeks gestation or earlier if recommended by her physician. If the Resident is able to complete all her clinical and academic duties other than overnight call, she shall not be refused the right to work during the day.

This article ensures that advanced pregnant residents are not working call as they near the end of their pregnancy. Overnight call is regular evening/overnight call, not day time call coverage. This means that pregnant residents do not work ANY call after regular daytime hours. Call is not to be adjusted to work until 11 pm or midnight or any other time. No call means no call. This is to ensure adequate rest for the well-being of the resident and her baby.

CALL SCHEDULES

Article 17.04 States: The Employer shall publish duty schedules on a monthly basis at least two (2) weeks prior to their effective date. Copies of all duty schedules shall be made available upon request to the CEO of Maritime Resident Doctors. There shall be no changes to a Resident's duty schedule within at least 48 hours of the date scheduled to be worked, without express consent of the Resident.

This means that schedules are produced and provided to residents on that rotation at least two weeks in advance of the start of the schedule. Residents are expected to make their own changes and find someone to switch with if they need to change. We all know emergencies can come up, someone becoming ill at the last minute etc., and residents can be called upon to take an extra shift (see article 17.01 (b)). Any changes require the resident's knowledge and consent.

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

Bonus contract tip: Rotation Travel Reimbursement

When switching rotations outside your home base (for example from Halifax to Saint John) your travel is reimbursed by the receiving hospital. This means travel expenses to Saint John from Halifax for the start of the rotation would be paid by the Medical Education office in Saint John. Upon your return to Halifax the travel expenses from Saint John to Halifax will be paid by the Medical Education office at NSHA. For details on reimbursement, please contact meded@nshealth.ca

Dr. Chris Bauer wins 2016 Excellence-in-Teaching award

The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires.
~ William Arthur Ward.

If young physicians are going to get the most out of their residency experience, good leadership and teaching is essential. For this reason, Maritime Resident Doctors presents the Excellence-in-Teaching Award annually to one deserving team leader who exemplifies their skills in patient care, teaching and interactions with residents.

The 2016 winner of the award is Dr. Chris Bauer, Valley Regional Hospital Emergency Department. The nomination, brought by residents in the Family Medicine Annapolis program, began with the William Arthur Ward quote above, and went on to extol Dr. Bauer as a well-loved and respected preceptor.

"He readily takes time out of his busy practice to supervise and teach at the bedside," the nomination says. "You will often leave a shift with numerous new knowledge points and skills. He stays late, and takes time out of his personal schedule to ensure that teaching opportunities are capitalized upon as they present themselves to further a learners

education and experience base."

It went on to site his lecturing style as being innovative and engaging, referencing his ability to work effectively with other health professionals, and his work locuming in Iqaluit.

"His passion for teaching also extends to his patients. Dr. Bauer has a way of quickly engaging and relating to patients, eliciting their concerns, and providing the time for them to tell their story in a way that makes them feel validated and heard. His practice exemplifies a patient-centered approach which is always met with high patient satisfaction."

When presented the award at a short ceremony at Kentville Regional Hospital, he thanked his colleagues and his family – including his wife, four kids and daughter-in-law.

"This really blindsided me and came as a total surprise, but I am very pleased to have received it," Dr. Bauer said. "It's a really sweet honour. For something like this I really have to thank the residents that I work with. I take a big inspiration in your learning in your working together with me, and the things that I learn from you. So something like this is really appreciated"



Dr. Chris Bauer, third from right, winner of the 2016 Excellence-in-Teaching award with many of the residents from the Annapolis family program

"Teaching has become a bigger and bigger part of my practice and something that I've enjoyed more and more. It's also such a great motivator for keeping myself up-to-date, and learning on the fly. I really enjoy imparting new knowledge and sharing and modifying it as I realize certain parts of my own knowledge that need tweaking, and I hear things from you guys all the time that are new things that I then incorporate into my practice."

One aspect of winning the award, was the prize of a \$500 donation to be made in the winner's name to charity of their choice. Dr. Bauer selected Chrysalis House, an organization providing safe shelter and outreach for women and children in Kentville, N.S.

"It's a local charity that provides a safe haven for families that are in a distressed situation," Dr. Bauer explained. "Through my work, I see people at 3 a.m. who are in very compromised situations and who either already are or will soon be at Chrysalis House. They are of huge value for our community."



Maritime Resident Doctors Events



Halifax Mooseheads

On Saturday, Jan. 9, and Saturday, Feb. 6, residents rooted for the home team as Maritime Resident Doctors handed out box seat tickets for a night of junior hockey fun.



Paint Nite Halifax

On Wednesday, Jan. 13, and Monday, April 25, Maritime Resident Doctors hosted a pair of Paint Nite Halifax sessions, offering residents the chance to flex their artistic muscles.



Resident Living Library

On Saturday, April 9, a group of resident volunteers served as books for interested Dalhousie med students curious to find out all about residency.



Curling for Camp Triumph

On Saturday, April 2, residents participated in the annual Curling for Camp Triumph fundraiser. One of our Mardocs teams won the friendly competition with the Dal Faculty.

Resident Wellness Week 2016



On May 1 - 6, Maritime Resident Doctors celebrated Resident Wellness Week with events, prizes, food and more.

Some of the festivities included: Resident Boot Camp (left), Daily Email Question contest, Wellness Coffee Breaks complete with prizes and massages (right), Resident Yoga Night, Resident Comedy Night at Yuk Yuk's, our Mega Prize Draw with 50 winners of Cineplex gift cards and more!



Residents helping residents with new resiliency training

For people who work and live in high-stress, high-risk environments, learning to cope with and bounce back from these situations is critical.

It's not news anymore that the nature of work and the residency experience creates a stressful environment and leads to burnout. According to Resident Doctors of Canada, 45 – 75 per cent of residents suffer from burnout, and American studies show as many as 1-in-5 residents in that country suffer from depression.

For these reasons and more, RDoC led the development of a skills-based, resiliency curriculum to help residents mitigate stress and optimize performance.

Dr. Laura Swaney, a PGY4 in Pediatrics here in the Maritimes, was one member of the RDoC Resiliency Team that led the curriculum project.

"The curriculum will be for residents, delivered by residents," Swaney says.

"It will promote skills to help people who work in stressful careers – such as medicine – to develop strategies to cope with the things they see at work."

Swaney is no stranger to taking care of residents, as she is currently putting the finishing touches on her second year as Maritime Resident Doctors' Well-Being Chair. Through her involvement with Maritime Resident Doctors, Swaney was invited to RDoC's Summit on Resiliency in February 2015, which provided her with some education on the topic and cemented her desire to be involved.

"To be honest, going in I didn't really even know a lot about that word and what it meant for residents," she says. "After spending a day at this workshop, I was

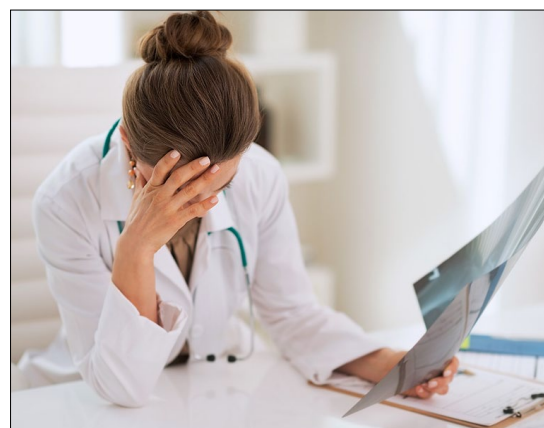
very interested and excited that there was something out there that we could do that was skills-based that would help promote wellness. I think we hear a lot of the negative stats about physician burnout and suicide, but to know that there are actually skills that we could teach every resident to help them cope in these stressful and trying situations."

The curriculum draws from both the Department of National Defense's *Road to Mental Readiness* program as well as the Mental Health Commission of Canada's *The Working Mind*, two highly-successful road maps used to train military personnel and first responders such as police officers and firefighters. The focus was then to focus stressful situations that residents encounter – ranging from the death of patient to simply being up all night on call.

The first part of the resiliency curriculum will be delivered in a half-day workshop. The plan also includes implementing booster sessions throughout the year to remind participants what they learned, and also build on some of those skills taught in the first session.

Dalhousie is on the leading edge of this program, serving as one of two pilot sites for the curriculum, beginning this summer. Internal Medicine will be the first to experience the project this July, followed by Surgical Foundations later that month and Family Medicine in September.

"Everyone who has been working on this curriculum is invested and wants it to be successful, Swaney says. "It's very exciting



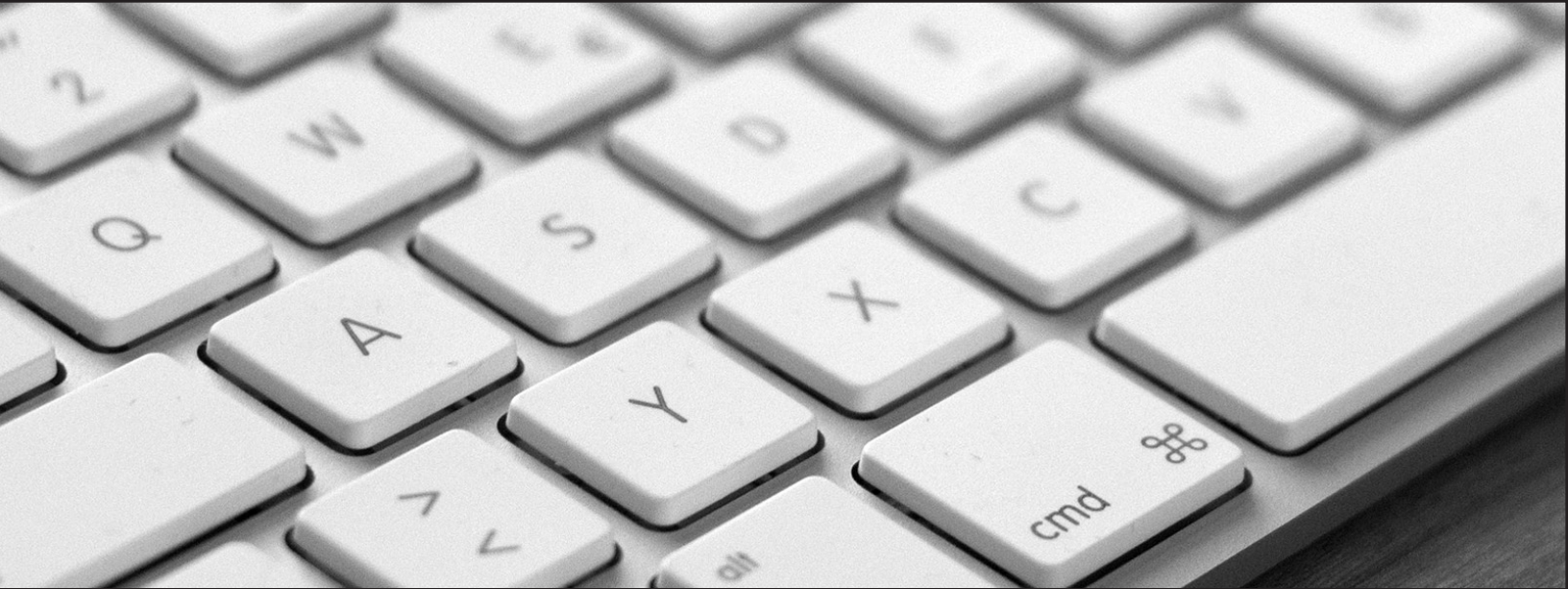
for us that Dalhousie is going to be one of the sites piloting this project. There's been lots of support from Dr. Warren at the PGME office."

With the roll out of the pilot project this summer, almost a year and a half of work is coming to fruition for Swaney and the rest of the Resiliency Team at RDoC. But this is clearly just the beginning for the project as it endeavors to shine a light on mitigating stress and improving resident well-being.

"We know from the burnout literature is that it is preventable. So teaching people skills early on in residency before they can slip into symptoms of burnout is really important," Swaney says.

"None of us is immune. Burnout can sneak up on you. One day you might just feel a little bit more exhausted and that same joy you used to experience from a patient encounter just isn't working for you. You can see it in colleagues, somebody is short with you one day, or they just don't have the energy they usually do. It's so important for team cohesiveness and also for patient care, because a burnt out physician is not as effective or efficient."

[CLICK HERE](#) to learn more about the Resiliency program on the RDoC website.



Maritime Resident Doctors Staff Contacts

Sandi Carew Flemming
CEO
902.404.3597
sandi@mardocs.ca

Leanne Bryan
Manager, Health & Wellness
902.404.3594
leanne@mardocs.ca

Daniel Bonner
Manager, Communications
902.404.3596
daniel@mardocs.ca

Cristy Atwood
Financial Coordinator
902.404.3598
cristy@mardocs.ca

Verlie Tyson
Administrative Coordinator
902.404.3595
verlie@mardocs.ca

Offices

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

(p) 902.404.3595
(f) 902.404.3599

www.MaritimeResidentDoctors.ca

