

SPRING 2017

A look back - from the desk of the outgoing President

by Dr. J.P. King (PGY4, Radiology)

Outgoing Mardocs President

Maritime Resident Doctors has had another wonderful year. After successfully negotiating another contract last year we found ourselves able to focus our attention toward a multitude of issues.

Maritime Resident Doctors has had excellent representation nationally at Resident Doctors of Canada this year with three board members from the Maritimes. Per capita, that's the most in the country and as such the relationship between our regional group and RDoC has blossomed. This has led to excellent national advocacy, none more apparent than the Change allowing PGY1s to sit the LMCC2. We've also seen more communication between the provinces for advice troubleshooting, and information sharing regarding policies and contracts.

A great deal of thanks goes out to Dr. Alyssa Smith and her work as not only

our wellness chair but also the Chair of the RDoC Wellness Committee. The Resiliency curriculum is now being rolled out in its first phase thanks in large part to her efforts. Locally, we are pleased to have another resource with the Wellness Office at Dalhousie opening on July 1. Our wellness events continue to be the envy



of the country and we're excited to keep offering new venues.

Our time with the media has given us the opportunity to help the public understand

what their resident doctors do for them.

The public awareness has also given us a voice with policy makers in the region. We have a seat on the physician resource planning group and have direct contact with the NSHA and DHW leadership where we continue to voice our opinion

about the future of medicine in this province. We thank the family medicine chiefs for their excellent radio interviews and advocacy. Our goal is to continue our momentum and help influence the policy that affects us and our future careers.

Thank you to all of you for filling out the resident survey last year. We continue to use your feedback to guide the direction of the organization and make this journey a little easier for all of us.

Finally, I'd like to thank our amazing Board and staff. Your dedication and work continue to be an inspiration and the reason for this organization's success. We are in good hands.

INSIDE...

WELLNESS CHAMPION

Mardocs Well-Being Award winners for 2017

PAGE 3



DOC ASTRONAUT?

General surgery resident shoots for the stars

PAGE 5



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, 2017. 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.

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

Healthy Resident Program: Funding available for 2017

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

Did you know that the Healthy Resident Program is one of the few initiatives that we run that follows the calendar year, not the resident year? So the resident year may be ending, but we're smack in the middle of the Healthy Resident Program season. 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.

Resident Well-Being Award declares pair of winners for 2017

Maritime Resident Doctors is pleased to announce Kitt Turney (PGY4, Anesthesia) and Eric Hyun (PGY5, General Surgery) as the winners of this year's Resident Well-Being Award.

A peer-nominated award, the Resident Well-Being award recognizes a resident who makes an outstanding contribution to resident well-being. This includes: being a strong team player, showing respect for peers & patients, dedication, approachability, serving as a role model for balancing work & personal life and enhancing the residency experience through teaching & support of peers.

Turney's nomination letter describes her as "...someone who exemplifies excellence in her professional life, as well as balance and a zest for life outside of her clinical and academic responsibilities."

She served as her program's resident wellness representative which has led her to organize a number of events throughout her time in the program, encouraging socializing, creating connections outside of work and creating a balance for the residents of her program.

She is also a leader in Global Health, participating in a clinical and teaching elective in Rwanda this year. Upon her return, she fostered a welcoming environment for two Rwandan residents who came to Halifax for electives.

Her nomination letter goes on to say: "She has been instrumental in encouraging our group of residents to seek out experiences beyond medicine that help us lead balanced lives."

For Hyun, being a senior resident in an incredibly busy program doesn't mean having a singular focus.

"Despite his absolute dedication to patient care, to research and to becoming the best surgeon there is, he maintains a well-balanced life and still finds time for his friends and his wife," his nomination letter declares.

It goes on to say that Hyun is eager and available to help any of his colleagues, whether he is on call or not. He has also made many contributions to the program, including organizing the General Surgery Olympics, and leading many social outings from table tennis tournaments to dinners out at restaurants.



Sandi Carew, left, Maritime Resident Doctors CEO, presents a 2017 Well-Being Award to Kitt Turney, a PGY4 in anesthesia

"Overall Eric is an example of the resident we all want to be," his letter goes on to say. "He is an excellent clinician, an accomplished researcher, and a great team player, well respected by his patients, colleagues, allied health professionals and staff."

Congratulations Kitt and Eric for your well-deserved awards.

MEMBERSHIP SURVEY

CURRENT PROGRAM INITIATIVES



DESIRED INITIATIVES



RESIDENT POLLING

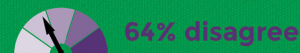
Extend residency to work fewer hours per week



Current work hours prepare you for practice



Mardocs should advocate for shorter hours



Mardocs should enforce call maximums



My program should explore alternative call methods



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

MARITIME
RESIDENT DOCTORS

Know Your Contract

Periods of Duty

by Sandi Carew, Maritime Resident Doctors CEO

This article covers all the terms of your work as a resident that relates to work hours within the hospital. Recently we set up an online reporting system so if you are experiencing violations to the agreement you can confidentially report them to Maritime Resident Doctors and we will look at trends and try to work with Programs on a broader scale to become compliant.

If you have had any instances that you'd like to report, please [CLICK HERE](#) to fill out our brief form.

Some key areas to know from this article:

Article 17 [Abridged]

- *Generally any scheduled work outside of Monday to Friday 6 a.m. to 5 p.m. has to be counted as part of your maximum call*
- *You should be working no more than two weekends per month/rotation*
- *Call should be prorated to reflect days off for vacation or leaves, e.g., 28 day rotation has max seven call, one week off has max five call*
- *Post call days: you should not be assigned new work or stay after 9 a.m. on any in-house call nights, or any home call nights that have kept you up most of the night or in hospital between midnight and 6 a.m.*
- *Call schedules should be out at least two weeks before the start of a rotation*

For a complete look at this article or the entire collective agreement [CLICK HERE](#).

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

Experiencing Contract Violations? Let us know!

- Our new Workplace Compliance Complaint Form is available on our homepage.
- It will collect data that will allow us to work with programs to improve conditions and work hours of our members.
- To use the form, go to www.MaritimeResidentDoctors.ca

CLICK HERE TO USE IT NOW!

Confidential Workplace Compliance Complaint Form

This is a confidential form for residents to report any workplace collective agreement violations. Please note: this reporting system is not intended for academic difficulties, crisis situations, or general assistance. Please contact Maritime Resident Doctors at 802.434.8595 or our Employee and Family Assistance Program at 1.800.387.4765.

All information from this form will go directly to Sandi Carew at Maritime Resident Doctors and will be kept confidential. We will compile all the information and proactively work with Programs to better workplace environments. We will use this information to avoid breaching anyone's anonymity.

Please fill out this form and provide as much detail as you can to help us determine what changes can be made if you have any questions about this reporting system, please direct them to sandi@mardocs.ca

*** Fields are mandatory**

*** PGY Level:**
PGY1

*** Nature of violation:**
Excessive work hours (more than 12 hours per day or later than 6 pm daily)

*** Description:**

*** Email:**

Name of person involved, such as staff or other employee (optional):

*** Service at time of incident:**

Submit

General Surgery resident competes to be Canada's next astronaut

You'd think Gavin Tansley has enough on his plate right now. Last summer, the general surgery resident was preparing for what was sure to be another busy year in his program. And then he picked up a new pursuit: Attempting to become Canada's next astronaut.

Tansley was one of nearly 4,000 applications to Canadian Space Agency's (CSA) Astronaut Recruitment Campaign, a nationwide search to fill just two spots as Canada's next astronauts. The field varied wildly from military test pilots to scientists.

Born in Vancouver, Tansley went to UBC for his undergrad and medical school. He also paused his residency at Dal to pursue the Clinician Investigator Program, and now holds a master's in medical research.

The swell of applications was limited down to 72 finalists and Tansley was among them.

"The timing of the astronaut recruitment was not ideal," Tansley admitted. "I never imagined to be embarking on the process during residency.

A surgical residency is busy enough as it is. The General Surgery program has been extremely supportive, however."

Despite the added work load, the opportunity was too good to pass up.

"My two biggest fascinations are the pursuit of new knowledge and venturing into terra ignota," he told CSA. "Books about scientists and explorers have always

filled my bookshelves. Astronauts have the unique privilege of doing both of these jobs at the same time. It would be the opportunity of a lifetime to be able to use some of the greatest human innovations to expand what we know and explore where we don't."



Dr. Gavin Tansley competes in Canadian Space Agency aptitude testing. Credit: Canadian Space Agency © Canadian Space Agency

Tansley went through multiple rounds of aptitude tests with the Canadian Space Agency, surviving through the next round of cuts that whittled the prospective field down to 32. That's where his quest would end, however, as the field was reduced to just 17 in April and Tansley was left out.

"The process was amazing," he recalled. "Although the selection exercises have been truly unique, meeting the other candidates has been the best part. It is an amazing group of people from very diverse backgrounds. These are people that I never would've met in my life otherwise. Whoever the next Canadian astronauts are, I have no doubt they will do a fantastic job."

With his future in the stars at least temporarily on hold, Tansley has two years of residency remaining, and plans to pursue further training in critical care.



Dr. Gavin Tansley competes in Canadian Space Agency aptitude testing. Credit: MCpl Chris Ringius, DND © Canadian Space Agency

**NEW
DOCTORS**



**NEW
IDEAS**



**FOR
BETTER**



**HEALTH
CARE**

Maritime Resident Doctors Events



Wellness Lunch Breaks

This past winter saw the debut of our Wellness Lunch Breaks, where we brought lunch and a special guest - like personal trainer Kayla Davis, above - to our main teaching sites.



Hurricanes Basketball

On Saturday, Jan. 28, residents hit the Scotiabank Centre in Halifax to check out a Halifax Hurricanes basketball game.



The Great Escape?

On Thursday, June 8, a group of residents tried to make their way out of Captured Escape Rooms in Halifax. The group above are shown celebrating their successful escape.



Winter Indoor Soccer

Throughout the winter a group of residents and partners participated in the HSSC Indoor Soccer League. Not pictured, the trophy the team captured for winning the league.

Wellness Week 2017



May 1-5 we celebrated Resident Wellness Week once again in the Maritimes. The week featured daily prize giveaways, wellness coffee breaks at the Halifax hospitals (featuring yogurt parfaits, coffee and five-minute massages), a trip to the trampoline park (pictured, right) and a variety of site events throughout the Maritimes.

Stay tuned for more wellness events all year round!



Maritime Resident Doctors Awareness Campaign

National Resident Awareness Week took place on February 6-10, and once again we took the opportunity to promote who residents are and what they do via promotional pieces, media outreach and a social media campaign.

A big part of our campaign was the release of four new installments of our testimonial-style ads featuring active residents from the Maritimes.

We're always looking for more residents to feature in our campaign. If you are willing to be a future face of our campaign, [CLICK HERE](#) to fill out a short survey.

To view all of our installments thus far, [CLICK HERE](#).

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 have no intentions to move back if I can help it.

Caitlin, 3rd year
Internal Medicine Resident



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.

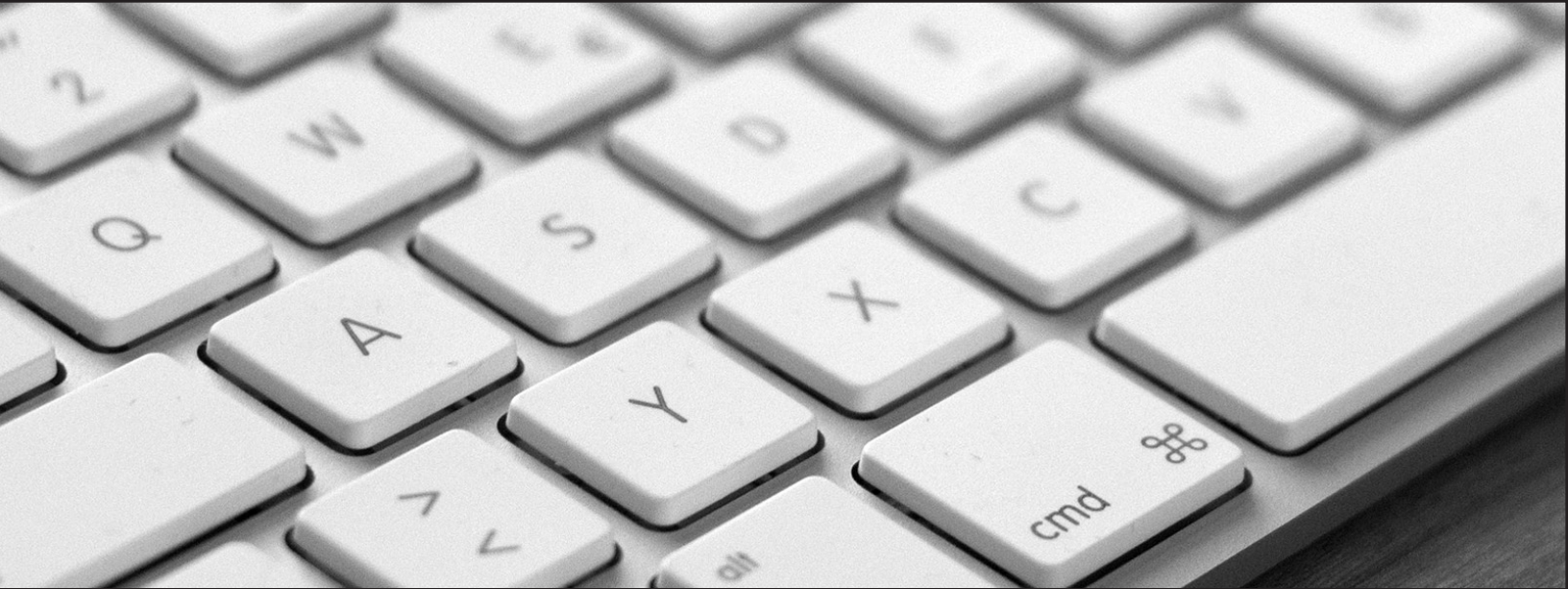
In a survey of Canadian residents, almost a third (30%) reported having experienced a mental health issue.

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.





Maritime Resident Doctors Staff Contacts

Sandi Carew
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

