



New doctors, new ideas

for better health care

Maritime Resident Doctors Strategic Plan 2017

Mission Statement

Advocate for and contribute to an optimal educational and work environment for all resident doctors.

Vision Statement

Champion a supportive and engaging residency experience.

Motto

New doctors, new ideas for better health care

Resident Wellness

Resident wellness is a top priority. We strive to make residency a happy, healthy experience though our wellness initiatives, our individual and group advocacy, our extensive benefits and employee and family assistance programs, and partnering with the university, programs and the hospital to ensure access to services for all members.

Quality Collective Agreement and Adherence

We aim to enhance the everyday lives of residents by maintaining a quality collective agreement with provisions for balanced work hours, adequate salaries, and overall benefits. We focus our efforts on ensuring the agreement is adhered to and develop systems to allow for reporting on non-compliance.

Recruitment and Resource Planning

Through participation on committees and direct meetings with the health authority and government, we ensure residents are prepared for practice and are supported in finding work in suitable locations.

Engagement with Government

We ensure an active regional and local voice with relevant government departments by making ourselves available for government consultation and bringing forward the resident perspective on current issues. Our goal is to be a known source for government consultation.

Public Awareness

We maintain a clear and robust social media strategy with the right combination of social and traditional media channels. We strive to educate the general public as well as other healthcare professionals on residency training and its role in health care.

President's Report

by Dr. J.P. King

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 being rolled out in its first

phase thanks in large part to her efforts. Locally, we are pleased to have another resource as the wellness office at Dal opens on July 1. Our wellness events continue to be the envy of the country and we're excited to offer 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.



Our group just moments before marching in the 2017 Halifax Pride Parade

Site Report:

by Dr. Ben Cameron

It has been a pleasure organizing wellness events for PEI residents over the past year, and 2016-2017 was certainly a year in which Island residents were quite well... fed.

Our first event of the year was a familyfriendly barbeque and bonfire. We later attended Island Storm basketball games. We even explored our gentle Island with a round of disc golf followed by another large family-friendly barbeque. Our final wellness event included a board game night featuring everyone's favorite combination of pizza and sushi.

Money from the Healthy Resident
Program helped us organize the residentled Bedpan Relay, an annual fundraiser
for the Island's two largest hospitals,
the Queen Elizabeth Hospital and Prince
County Hospital. The event included

relay teams of staff from both hospitals participating in a 12-leg running relay across the 66km of Confederation
Trail separating Summerside and
Charlottetown. It was well attended and raised over \$15,000. The Healthy Resident
Program also helped us throw a Secret
Santa party at the local curling club which included many laughs and a few muscle strains. These events, along with lunch, bowling, and dinner with Mardocs staff
Sandi, Leanne, and Daniel respectively, have made 2016-2017 a fun, and filling, year for Island residents!

CEO's Report by Sandi Carew

Our Annual General Meeting marks the end of a year as we move towards the end of summer with a new Board and new priorities for the year ahead. We can look back at the successes of the past year and the work the previous Board did to prepare for the coming year.

In May we held a Strategic Planning
Retreat and developed new priorities
for the next three years and beyond. A
facilitator led us through activities that
reviewed our strengths and weakness as
an organization and areas that we could
expand and develop to reach our goals.

This past year we strengthened our partnerships with government and the Health Authority through various meetings and resident involvement on committees. We had resident representatives sitting on many committees and boards at outside organizations such as Doctors Nova Scotia, The College of Physicians and Surgeons of Nova Scotia, Resident Doctors of Canada, and many more.

We had approximately 250 members

respond to our 2016 survey and received excellent feedback on satisfaction with our services. We learned about our members preferences, where we have gaps in information, and collective agreement violations, etc. We typically survey members every two years to ensure everyone has an opportunity to give us feedback while they are in residency. This information proves very helpful when we plan our initiatives.

I'd like to give a huge thank you to the Board of Directors this past year. They were an awesome group to work with and a very productive group. Also thank you to JP King for staying on a second term as President. The work of the

President may go unnoticed by your average resident, but the behind the scene work is substantial and the time commitment required for someone already spread thin for residency is quite

significant. On behalf of all members thank you to JP and the rest of the Board.

I'm proud of the work of our staff and would also like to thank Leanne, Verlie, Cristy and Daniel for making our office such a great place to work and for always being there for the many services and events that we organize. We are indeed a busy office. Thank you for your hard work and support.

As always, if you have any questions, concerns, or would just like to reach out to us, feel free to email sandi@mardocs. ca or any member of our team and we'll be pleased to help you.



Residents talk with our guest presenter at a resident wellness lunch session

Site Report: MONCTON

by Dr. Nirmal Randhawa

It's been a great year here in Moncton and Maritime Resident Doctors has helped bring our small group of residents here even closer! With funding from MarDocs, we attended a Trivia Night at a local establishment where we enjoyed each other's company and some great food (never mind that we lost terribly!). We were also able to host a 'pizza and board games' night, a holiday party as well as a welcome BBQ for the incoming residents this year.

During wellness week, we organized an escape room and ordered a healthy

lunch which brought many of our current residents together.

We were also able to keep the Healthy Snacks initiative going this year with funds from the Healthy Resident Program. This funding helped keep our resident lounge stocked with fruits, granola bars, coffee and other healthy snacks to keep us fuelled throughout this past academic year.

Negotiations Chair Reportby Dr. Alex Botsford

As 2016-17 was not a year where our collective agreement was re-negotiated, the negotiations and workplace compliance group was able to focus on other elements of resident-employer relations and help foster further adherence and respect of the agreement negotiated in 2015-16.

A new online anonymous reporting system for contract violations was created and launched during the 2016-17 year. This system allows residents to submit and document violations of the collective agreement, along with pertinent details including the offending service and nature of the violation. These reports are anonymous, and they are received

by Maritime Resident Doctors' CEO.

Our goal with the development of this system was twofold: to allow residents a convenient and easy system for reporting issues they were experiencing, and an opportunity for the board to collect large-scale information about the nature of contractual violations and approach them in a more systematic way. A better understanding of issues residents are having with our current contract will serve us well in the 2017-18 negotiations.

This year the negotiations committee also sought to provide some guidance to residents on an approach to taking outside calls from patients while on call. This was developed following a brief

consultation with CMPA. Some examples include:

 Beginning your own standardized process of documenting all outside calls from patients. It could be a standard form that your department has but it could be as simple as a three-ring binder you have where you write the same style of note every time

- If you have access to a remote dictation system (or you are in house and can use the hospital dictation system), dictate a note of the encounter as soon as possible.
 Make sure to include the time of the encounter and that 'the patient appeared to understand'.
- Inform your staff as quickly as possible about the encounter
- Use closed-loop communication to ensure that patients understand your advice, especially if it is to come in to hospital.

Going forward into the 2017-18 year, the principal focus of negotiations and workplace compliance will be a comprehensive and cohesive negotiation process for our new collective agreement. We appreciate the ongoing support from the members and look forward to another productive year.



Residents celebrate successfully completing a Halifax escape room

Site Report: SOUTH WEST NOVA

by Dr. Greg Lee

The passage of another year has seen the South West Nova site graduate its second group of residents, as well as welcome its fourth batch of residents.

To commemorate the departing residents, a boat tour/fishing trip of the beautiful Tusket Islands was organized using Mardocs site funding where all but one of the residents managed to land a fish! The new residents were treated to an orientation pizza lunch, followed by a historical walking tour of Yarmouth, and concluded with a evening barbecue and campfire at a resident's house.

Moving forward, we are hoping to use funding from the Healthy Resident Program to organize yoga classes as well as provide snacks for our biweekly academic days.

It has been an eventful year thus far, and we plan on many more events in the near future!

Well-Being Chair Report

by Dr. Alyssa Smith

Resident wellness remains a top priority for Maritime Resident Doctors, and we're very proud of the variety of wellness initiatives and advocacy work that is ongoing to promote resident health. A sampling of the year's activities and of available wellness programs is provided below – we encourage all residents to take part!

FITNESS EVENTS

Mardoc Sports Teams

For the first time this year, Mardocs took the field in HSSC sports leagues that included beach volleyball, soccer, flag football, and ultimate frisbee. It was loads of fun, great exercise, and our indoor soccer team even managed to bring home a championship.

Yoga

Halifax Yoga continues to offer a weekly hour of yoga for our residents. Come join us to get your sweat and your Zen on.

Boot Camp

Sunday morning boot camps with Evolve Fitness continue to be popular with our members, and are a great way to get in shape.

SOCIAL EVENTS

Cuts for Cancer

The inaugural Cuts for Cancer Halifax took place in September at the IWK. This resident-led event challenged people to cut their hair or shave their head in support of Children's Wish Foundation, and was a rousing success, raising over \$15,000 thanks to our volunteers and donors.

Wine Tour

In August of this year, Mardocs organized its first Annapolis Valley wine tour for members. The tour includes stops at three wineries/cideries, dinner in Port Williams, and lots of tasty samples.

Golf Tournament

The ever-popular Mardocs golf tournament was held at Glen Arbour again this year, and witnessed some top notch (and some mediocre) play. As always, the day included a round of golf, a wonderful meal, and a variety of great prizes donated by our sponsors.

Other Social Events:

- Christmas Cookies with Santa and Holiday Party
- Lunch and Learn Series
- Clay Café
- Drive-In
- Apple Picking Day
- Axe Throwing
- Movie Nights
- Pride Day Parade

LUNCH AND LEARN SERIES

Informal drop in sessions featuring free food and wellness related information including topics such as "Taking Care of You" by Kayla Davis from KDavis Fitness, and "All You Need to Know About Sheppel EFAP" were held at the VG, HI, and IWK. Complementary lunches, wellness related information, and of course amazing prizes were given out.

RESIDENT WELLNESS WEEK

Once again, Wellness Week was a great success. We served up the most important meal of the day – breakfast, serving coffee and yogurt parfaits. Breakfasts were held at the IWK, VG, HI and various training sites across the Maritimes. As an added bonus free five-minute massages were available to all those who dropped by. Daily prize draws were available to residents who answered email questions.

HEALTHY RESIDENT PROGRAM

(MarDocs Benefits Trust Fund)
This initiative is now in its fourth year and continues to gain popularity.
Programs have been granted funding to support wellness initiatives for residents.
Specific initiatives have included joining a recreational sports league, resident lounge makeovers, kayak rentals at resident retreats, axe throwing, mindfulness training, healthy snacks to stock call rooms, and paint nights, just to name a few. Any resident can apply for funding on behalf of their program via the Healthy Resident Program form found at: www.MaritimeResidentDoctors.ca

EFAP

Mardocs continues to use the services of Shepell to provide residents and their families with complimentary and confidential Employee and Family Assistance Program (EFAP) services such as: nutrition counselling, confidential counselling with an addiction focus,

Looking for answers? Visit our website at www.MaritimeResidentDoctors.ca

24-hour crisis line - link into trained masters- level psychologists and social workers as counsellors, Family Supports: helping to connect with day cares, march break camps, and summer camps, Legal counselling (divorce, etc). The EFAP is available 24/7/365 via online access, telephone, and an app available for mobile devices.

DOCTORS NS PSP

(Professional Support Program)
The Well-being Chair remains involved in meetings with the PSP Advisory
Committee. Issues discussed throughout the year included the evaluation and strategic plan for faster access to resources and looking into implementing 24-hour crisis lines.

RESIDENT SUPPORT

The Staff and Board of Directors of MarDocs continue to be involved in confidential meetings with residency programs or individual staff regarding breaches in the collective agreement or challenges to resident well-being. MarDocs staff continue to actively monitor call schedules to ensure the conditions of the contract are being met. Additionally a website has been established to report confidential workplace compliance complaints at: www.maritimeresidentdoctors.ca/ confidential-workplace-compliance-complaint-form/

MarDocs is compiling information and proactively working with programs to better workplace environments.

Resident Doctors of Canada Report by Dr. Alyssa Smith

It was a busy year for the 2016/2017 Resident Doctors of Canada Board. Numerous advocacy projects continued throughout the overarching principles of wellness, practice management, training, and resiliency. Some brief highlights of the board's activity over the year included:

- An increasingly wide range of data is collected about resident physicians during their training. Much of this data may be sensitive in nature, and it is critical that such data is appropriately stored and protected. Keeping this in mind, RDoC developed a Data Collection and Learner Privacy Principles Document to help guide advocacy with respect to the storage, collection and protection of learner personal information. You can check out this document here: http://residentdoctors.ca/training/privacy/
- Competency-based medical education (CBME) has emerged as an important theme in medical education in recent years. In 2016, RDoC released the position paper, Implementing a Competency-Based Approach to Medical Education. Since that time, they continue to play a central role in CBME development in Canada. Through national advocacy work, RDoC continues to strive to ensure that the learner's point of view is taken into consideration in any proposed changes. RDoC also provided feedback to the Royal College on the Series I, Series II and Series III CanMEDS drafts.
- The Wellness committee released a FAQ sheet on their website regarding starting
 a family while completing residency in Canada. You can access the document
 here: http://residentdoctors.ca/wellness/family-residency-canada/
- RDoC's resiliency program continued to expand to more programs across Canada.
 Additionally on March 18-19, 2017: a second Resiliency Curriculum Train-the-Trainer Session was held to increase the number of resident trainers available to deliver the resiliency curriculum. RDoC continues to review data from their pilot project, with hopes to continue to expand the curriculum across Canada. They are also currently working to adapt the curriculum to make it suitable for delivery to leadership and resident support staff.
- The Practice Committee continued to release new resident profiles, including
 expanding profiles to include those completing fellowship training. If you haven't
 checked these out before you can do so here:
 http://residentdoctors.ca/practice/career-planning/resident-profiles/
- In March 2017: RDoC released a Practice Management Infographic. This
 infographic provides a snapshot perspective of the importance of practice
 management training in Canadian residency education. You can find a link to the
 document here:
 http://residentdoctors.ca/practice/practice-management/infographic/.

Maritime Resident Doctors Statement of Operations (General Fund)

For the year ended June 30, 2017 - Unaudited -

	2017 Budget (\$)	2017 Actual (\$)	2016 Actual (\$)
REVENUES	Duaget (4)	1101001 (4)	1100001 (4)
Dues	505,000	515,719	506,906
Benefits trust fund administration	40,000	40,000	40,000
Resident trust fund membership events	40,000	40,000	42,000
Resident trust fund administration	20,000	20,000	20,000
	605,000	615,719	608,906
EXPENSES			
Accounting	6,500	6,480	4,738
Amortization	3,000	2,547	3,170
Bad debts (recovery)	- (3,359)	2,426
Bank charges and interest	2,000	1,831	1,238
Board - office insurance	3,200	3,059	3,061
Board - staff development	15,000	19,263	15,244
Board - staff functions	7,000	8,372	6,489
Board meetings	4,000	4,213	3,379
Dues, licenses and fees	16,100	16,778	15,418
General legal	2,000	859	4,806
Gifts and donations	7,000	10,787	7,783
Grievances	=	1,203	2,502
Miscellaneous	1,000	497	878
Negotiations	10,000	-	15,138
Occupancy	25,000	29,400	22,983
Office	13,000	15,304	10,890
Publications and promotion	2,000	1,229	1,045
Resident Doctors of Canada	100,000	101,783	99,533
Salaries and benefits	312,000	307,289	296,884
Telephone and internet	7,500	8,001	6,144
Travel	18,000	15,852	13,202
Well-being and membership events	50,000	36,793	43,703
	604,300	588,181	580,654
EXCESS OF REVENUES OVER EXPENSES		27,538	28,252

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