

2012

PARI-MP

Annual Report

New 2012-2013 Board

elected at AGM in August 2012

Dr. Philip Davis	President
Dr. Richard Liu	Past President
Dr. Matthew Hudson	Vice-President
Dr. Jo Yazer	Chair
Dr. Suzanne Salsman	Treasurer
Dr. Jennifer Meloche	Secretary, CAIR Representative
Dr. Keith Neufeld	Negotiations/Workplace Compliance
Dr. Jon Bailey	Well-Being Chair

Family Medicine Representatives

Dr. Laura Clark-Gallant	Annapolis
Dr. Martin Robitaille	Fredericton
Dr. Meghan Bebbington	Halifax
Dr. Cory Dickson	Moncton
Dr. Tyler McDonell	PEI
Dr. Natalie Graves	Saint John
Dr. Robert Harris	Sydney

Medical Representatives

Dr. Alwin Cunje
Dr. Tristan Dumbarton
Dr. Yuqi Gu
Dr. Clinton Lewis
Dr. Mary McHenry
Dr. James Michael
Dr. Aisling Porter
Dr. Jordan Sheriko

Surgical Representatives

Dr. Peter Davison
Dr. Ryan Kelly
Dr. Anastasia Neufeld
Dr. Grace Parr

Medical Student Representative

Michael McDonald

2011-2012

Dr. Richard Liu	President
Dr. Matt Smith	Past President
Dr. Matthew Hudson	Vice-President
Dr. Laine Green	Chair
Dr. Suzanne Salsman	Treasurer
Dr. Jo Yazer	Secretary
Dr. Philip Davis	Negotiations/Workplace Compliance
Dr. Rebecca Charbonneau	Well-Being Chair
Dr. J.P. Harmon	CAIR Representative

Family Medicine Representatives

Dr. Brenna vanTol	Fredericton
Dr. Kelly MacDonald	Halifax
Dr. Melissa Gear	Moncton
Dr. Kalyan Hota	PEI
Dr. Colin McCready	Saint John
Dr. Kate Wood	Sydney

Medical Representatives

Dr. Alwin Cunje
Dr. J.P. Harmon
Dr. Nicole Hawkins
Dr. Angela Law
Dr. Mary McHenry
Dr. James Michael
Dr. Jordan Sheriko
Dr. Peggy Yen

Surgical Representatives

Dr. Jon Bailey
Dr. Maria Brake
Dr. Peter Davison
Dr. Anastasia Neufeld

Medical Student Representative

Michael McDonald

PARI-MP Staff



Sandi Flemming
Executive Director
902.404.3597
Sandi@parimp.ca

Sandi is responsible for the negotiations and enforcement of the resident collective agreement, resident advocacy, liaising with related organizations such as CAIR, the medical societies, colleges, etc., developing our operational and strategic plans, organizing the Board of Directors through monthly and annual meetings, managing the resident Trust Fund and overseeing projects and the day-to-day operations of the office.

Verlie Tyson
Office Administrator
902.404.3595
Verlie@parimp.ca

Verlie is the first point of contact for day-to-day general inquiries, corporate travel arrangements, maintaining an accurate membership database and overall reception for the PARI-MP office.

Lesley Perkins
Communications Coordinator
902.404.3596
Lesley@parimp.ca

Lesley is responsible for all communications to residents via electronic newsletters and our social media site. She is also responsible for the content and updating of the PARI-MP website. Lesley assists the Executive Director with other special projects and communication initiatives. Contact Lesley if you need any further information about PARI-MP.

Susan Smith
Benefits/Events Coordinator
902.404.3594
Susan@parimp.ca

Susan is responsible for the administration of the resident benefits plan, including medical coverage, dental coverage, travel insurance, life insurance and disability insurance. She works behind the scenes liaising with Manulife Financial, Dalhousie and the CDHA regarding billing, leaves of absence, etc. Contact Susan if you have questions about the plan or would like to change your coverage. She is also responsible for planning all resident events such as the Annual General Meeting, Board retreats, well-being, social and recreational events.

President's Report

Dr. Richard Liu

It's been a great, and busy, year for PARI-MP!

Contract negotiations were difficult and eventually led to binding arbitration. I am extremely proud of our negotiations team who fought hard for a contract that was in the best interest of residents. It is now in the arbitrator's hands, but I am confident that the case we presented will result in a fair contract.

This year, government has been very interested in both medical education and health human resource planning. In response to several proposed bills, we have advocated for optimal educational experience and personal freedom for residents and medical students in the Maritimes. This year, we will continue to work with government in developing programs to assist residents in finding employment that also meets societal needs.

At the ground level, PARIMP staff and resident volunteers have worked hard on a plethora of issues. We are working with Dalhousie and CDHA on changes to the call tracker to ensure that residents are paid in an appropriate but still timely fashion. We have worked on policies to improve fairness in resident evaluation. We have advocated for individual residents in nearly every aspect of their residency experience from match day until graduation.

It was a privilege to serve you as President this past year. It has been amazing to witness the dedication, experience and skills of your PARI-MP board, staff and resident volunteers this year. I am confident that the work that they have done and continue to do will create an environment where we produce the best physicians and the best healthcare possible.

Negotiations and Workplace Compliance Report

Dr. Philip Davis

During the past year it has been my pleasure to serve as the Negotiations and Workplace Compliance chair. As you are well aware this has been another year of negotiations as we have been without a contract since June 30, 2011. This year the negotiations team worked hard to provide us with an equitable contract for residents. Unfortunately, we were unable to reach a fair agreement with the Employer after more than a year of negotiations. As such the matter was brought to mediation in June of 2012. The mediation process failed to come to a fair agreement for both parties and was brought to arbitration August 20, 2012. The decision now rests with the arbitrator.

While it is disappointing that we have been unable to reach an agreement this should not be seen as a failure of the negotiations team. All members have worked incredibly hard in their mandate to provide the best possible contract for all residents. Indeed, arbitration has become quite commonplace in negotiations with provincial housestaff organizations around the country as we deal with an uncertain economic future. Although my two-year tenure as Negotiations Chair is up I will continue to work with the negotiations team as your president until a new contract is reached.

Well-Being Report

Dr. Rebecca Charbonneau

This year we had many well-attended events centered on resident well-being. The year kicked off with the orientation boat cruise and pub night. Other events included apple picking, the Halloween party, Tuesday night yoga, cookies with Santa, rocking climbing, movie nights, faculty/resident hockey game, laser tag and the golf tournament.

This was our first year having both National Resident Awareness Day (in February) and Residents Well-Being Day (in May) with various activities and prizes associated with each event.

The Excellence-In-Teaching Award was given to Dr. Christopher Seamore and this year's recipient of the Well-Being Award was Dr. Siraj Belkair.

We look forward to more well-being activities in the next year. Come out and join us!

MPRI Report

MPRI has had a busy year with a lot of changes.

The 2011 Family Medicine Job Fair took place at the Dundee Resort in the fall. Lots of provincial, district and private clinic representatives were involved with great attendance and interest from residents.

In January of 2012 Lesley Perkins joined the staff at PARI-MP as Evie Croucher was getting ready to go on her one-year maternity leave.

Nineteen exhibitors from across Nova Scotia and New Brunswick were in attendance at this year's Annual MPRI All-Specialties Job Fair. The job fair, which took place on March 23rd at the Atlantica Hotel in Halifax, afforded residents the chance to discuss practice opportunities with the district health authorities and private practices alike. Although attendance was lower than expected our exhibitors reported that they had a lot of quality conversations over the three hour period. Exhibitors from Nova Scotia and New Brunswick were present. Unfortunately PEI was unable to attend this year.

In May and June Lesley hit the road with Joanne McKinnon, Physician Recruiter from the Nova Scotia Department of Health and Wellness to say farewell to finishing Residents. MPRI hosted farewell events for residents in Sydney, Fredericton, Saint John, Moncton, Charlottetown and Halifax.

Early in 2012 PARI-MP refurbished our website. As part of the Maritime Physician Recruitment initiative we ensure that the monthly practice opportunities are posted on the site. As well we send out emails to residents on a monthly basis to advise them of practice opportunities in their fields.

**PROFESSIONAL ASSOCIATION OF RESIDENTS
IN THE MARITIME PROVINCES (PARI-MP)
STATEMENT OF OPERATIONS - GENERAL FUND
FOR THE YEAR ENDED JUNE 30, 2012
UNAUDITED**

	2012 Budget \$	2012 Actual \$	2011 Actual \$
REVENUES			
Dues	410,000	423,004	409,157
MPRI project (Note 8 and Schedule)	-	(15,791)	(13,786)
Trust fund administration	20,000	20,000	20,000
Trust fund membership events	40,000	40,000	30,000
Trust fund office space	-	-	10,000
Other	<u>8,000</u>	<u>1,627</u>	<u>8,516</u>
	<u>478,000</u>	<u>468,840</u>	<u>463,887</u>
EXPENSES			
Accounting	5,000	9,665	4,715
Amortization	-	3,528	3,248
Bad debts	-	8,851	11,712
Bank charges and interest	2,000	1,966	1,921
Board meetings	3,000	3,279	2,450
Board/office insurance	3,000	2,948	2,948
Board/staff development	12,000	12,022	11,050
Board/staff functions	5,000	6,773	4,090
CAIR	77,000	85,791	76,732
Dues, licenses and fees	15,000	13,586	14,255
General legal	1,000	126	-
Gifts and donations	6,000	7,224	6,456
Miscellaneous	1,000	228	315
Negotiations	20,000	36,316	2,296
Occupancy	31,000	34,696	29,591
Office	10,000	11,018	11,621
Publications and promotion	2,000	2,945	1,231
Salaries and benefits	228,000	197,448	185,180
Telephone/internet	4,000	4,550	3,574
Travel	13,000	16,863	13,361
Well being and membership events	<u>40,000</u>	<u>31,117</u>	<u>43,997</u>
	<u>478,000</u>	<u>490,940</u>	<u>430,743</u>
	<u>-</u>	<u>(22,100)</u>	<u>33,144</u>

OUR MISSION

To create an optimal educational and working environment for our members.

OUR VISION

To provide a supportive and stimulating training experience for residents through:

- promoting resident well being
- advocating individually and collectively for our members
- ensuring excellence in training and education
- supporting and enabling recruitment and retention of physicians to the Maritimes
- creating awareness within the medical community and the public

OUR GUIDING PRINCIPLES

- a resident work environment must be free of intimidation and harassment
- residents are adult learners
- residency training is primarily for education with a component of service
- residents are entitled to fair remuneration and working conditions
- new doctors should be allowed to practice in a location and manner of choice, conforming to professional standards
- residents are an integral part of a multidisciplinary team
- we believe in universal access to quality health care

PARI-MP

www.parimp.ca

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