



# PARI-MP ANNUAL REPORT 2013



## **Mission statement**

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

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## **Motto**

New doctors, new ideas for better health care.

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## **Vision Statement**

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

# PARI-MP New Board 2013/2014

## Executive

Dr. Philip Davis	President
Dr. Jordan Sheriko	Vice-President
Dr. Clinton Lewis	Chair
Dr. Matthew Hudson	Treasurer
Dr. James Michael	Secretary
Dr. Keith Neufeld	Negotiations/Workplace Compliance Chair
Dr. Grace Parr	Well-Being Chair and CAIR Representative

## Family Medicine Representatives

Dr. Lauren Clark-Gallant	Annapolis
Dr. Katie Goodine	Fredericton
Dr. Meghan Bebbington	Halifax
Dr. Sasha Cormier-Meyer	Moncton
Dr. Nancy Yao	PEI
Dr. Janice Townsend	Saint John
Dr. Jacalynne Hernandez-Lee	Cape Breton

## Medical Representatives

Dr. Elizabeth Amos  
Dr. Marko Balan  
Dr. Tristan Dumbarton  
Dr. Yuqi Gu  
Dr. Aisling Porter  
Dr. Ravi Pullela  
Dr. Suzanne Salsman  
Dr. Laura Swaney

## Surgical Representatives

Dr. Daryl Dillman  
Dr. Bethany Durling  
Dr. Ryan Kelly  
Dr. Vy Nguyen

## Medical Student Representative

Luke Richardson

# PARI-MP Staff

*Front row, l-r:*

*Evie Croucher, Communications Coordinator*

*Sandi Flemming, Executive Director.*

*Back row, l-r:*

*Verlie Tyson, Office Administrator*

*Leanne Bryan, Benefits/Events Coordinator*

*Cristy Atwood, Bookkeeper*



PARI-MP is the Professional Association of Residents in the Maritime Provinces. We are **your** resident association.

Our office is comprised of a staff of five who work together with the Board of Directors to make sure everything at PARI-MP is running smoothly. The staff includes an executive director, benefits/events coordinator, communications coordinator, bookkeeper and office administrator.

From negotiating the collective agreement to making sure that your group benefits plan is up-to-date, PARI-MP is here to help all residents. We send out FYI emails to make sure that you're in the loop with current issues and we plan lots of fun and informative events to help you socialize and cope with the stressful life of a resident.

If you have any questions regarding residency, chances are there is a PARI-MP staff person who can answer them or at least point you in the right direction. Check out our website at [www.parimp.ca](http://www.parimp.ca) to learn more about PARI-MP.

# President's Report

*Dr. Philip Davis*

It has been a pleasure to serve as your PARI-MP President this past year. This year the work of PARI-MP primarily focused on two issues: negotiations and resident work hours. As many of you know, we had been without a contract since July 1, 2011, as this past round of negotiations was our most difficult to date. After many months of negotiations and mediation, we were unable to enter into a contract with the employer and our negotiations ended in arbitration. While the long arbitration process was frustrating for many it did result in the most resident-friendly contract in the country and I must applaud the efforts of the rest of the negotiations team for their hard work on this.

The second area of focus was resident work hours. This issue arose due to the recent concerns from the Royal College as well as CAIR. As a board we felt that PARI-MP should have it's own committee on work hours in order to examine the issue more closely, as well as to help deal with potential imposed restrictions on work hours that could be mandated by the College. This committee is currently headed by Dr. Clinton Lewis and I have no doubt that their work will continue on into the next academic year.

Thank you again for allowing me to serve as your president.

## Did You Know?

PARI-MP currently has **557** members.

PARI-MP residents are training in **7** sites across the Maritimes.

Another training site is set to start in July **2014** in Yarmouth, NS.

# Executive Director's Report

*Sandi Flemming*

This past year will go down as one of PARI-MP's most memorable years. It was for me and my time here for sure. We saw three out of five staff go out on maternity leave which gives lots of new faces at our office. We saw two resident arbitrations through to a successful outcome. We also started a Work Hours Committee. And, of course, there was the much anticipated arbitration award that set us up as the highest paid residents in the country.

Not a bad year.

And that was just the exceptional stuff. We had a wonderful Board of Directors who were very committed to PARI-MP, we held many successful resident wellness events and responded to hundreds of requests from residents.

You'll see more detailed reports on Well-Being, Negotiations, CAIR and the sites to see what else we have been busy with.

I'd like to welcome all the new residents who have just joined us this year. I am available anytime to help, please feel free to contact me with your questions.

I look forward to meeting many new residents, working with our new Board and having yet another memorable year with PARI-MP.



*Sandi Flemming introduces new residents to PARI-MP at the 2013 Orientation Day.*



# Negotiations Report

*Dr. Keith Neufeld*

It has been my pleasure to serve as the Negotiations and Workplace Compliance Chair over the past year. This year started off when we were still under an agreement which had expired in June 2011. Despite our devoted efforts through 2011/2012, we had been unable to negotiate a contract that was fair to our members and, as such, the negotiation process had been left in the hands of an arbitrator. This year the negotiations team worked alongside the arbitrator to resolve our contract negotiations. It was a stressful year burdened by delays and legal battles, but I am happy to report that we obtained our goal of a fair contract for our members and brought light to issues such as excessive work hours and inadequate compensation for residents.

As you know, in March 2013 the arbitration process came to a conclusion resulting in one of the most unprecedented awards in medical residency history. In summary, we were awarded not only significant annual percentage raises, but also retroactive pay for several of the PGY levels that, the arbitrator felt, have been inadequately compensated in previous negotiations. In addition to this, the language used in the award document sympathized heavily with the PARI-MP members and paved the way for future negotiations on salaries and other issues such as work hours.

While it has been very exciting to be the Chair of Negotiations and Workplace compliance throughout this year, credit must be given to the entire negotiations team who worked arduously on negotiations for the past several years and fought for a better contract. Though it seems as though we have just finally finished with the negotiations process, there will be no rest for the negotiation team this coming year, as we are approaching the end of our current contract set to expire June 30, 2014. We are looking forward to planning for what will no doubt be another difficult battle in the negotiation boardroom but we are thankful for your support and understanding over the past several years.

## **PGY1 Comparison: Most current (end of contract) rates, as of January 1, 2014**

Province and date	PARI-MP (NS, NB, PE)	PARIN (NL)	PAIRO (ON)	PARIM (MB)	PAIRS (SK)	PAR-BC (BC)
	Jan. 1/14	July 1/12	Jan. 1/11	July 1/13	Jan. 1/12	April 1/13
Rate	<b>\$60,795</b>	<b>\$53,282</b>	<b>\$51,065</b>	<b>\$54,956</b>	<b>\$54,715</b>	<b>\$49,934</b>

# Well-Being Report

*Dr. Jon Bailey*

The following events and changes regarding resident well-being took place over the last year:

- A survey was conducted by PARI-MP to assess which events most interested residents. Although the response rate was low, the survey helped to plan the most appropriate events schedule given the budget.
- An active events schedule was planned through the work of the PARI-MP staff, in particular the two Events Coordinators we had over the year, Susan Smith and Jessica Wilson. The following events took place during the 2012-2013 year: Golf day, Halloween party, LMCC party, Hatfield Farms family day, Christmas party, Cookies with Santa, Resident Awareness Day, Movie night, Martok skiing/snowboarding, Yoga, Yuk-Yuks. In addition, PARI-MP supported Wednesday night basketball organized by one of the resident members. Separate funds were set aside for all programs outside the HRM area to spend on events at their discretion.
- Improvements to the locker rooms were initiated. Additional lockers for residents were installed in the VG and HI sites. A lab coat laundering service was implemented at both sites and may expand to additional drop off sites depending on utilization and need. Further computers have been requested for the HI lounge (dependent on the 2013-2014 CDHA medical education budget).
- The well-being chair sat on a steering committee for the DoctorsNS Physician Support Program (PSP). This helps to improve access to services for residents. A link to the program now appears on the PARI-MP website.
- PARI-MP was involved in several confidential meetings regarding residency programs or individual staff to regarding breaches in the contract and threats to resident well-being. The PARI-MP staff actively monitor call schedules to ensure the conditions of the contract are being met. As well, PARIMP is always available to receive and respond to residents' concerns regarding well-being.
- The PARI-MP Resident Well-Being Award and Excellence-in-Teaching Award are awarded to deserving individuals based on nominations. The Resident Well-Being Award will be presented to Dr Ashwin Varghese and the Excellence-in-Teaching Award will be presented to Dr Babar Haroon.

# CAIR Report

*Dr. James Michael*

It has been my pleasure to serve as PARI-MP's president designate on CAIR's board of directors this past year. The annual general meeting was held here in Halifax from June 14-16 (hopefully you were able to attend the hospitality suite on the Friday night). In exciting news from this meeting Dr. Jennifer Meloche (former Internal Medicine Resident here at Dalhousie, now PGY4 Cardiology at Queen's) was elected President of CAIR from June 2013-June 2014! Dr. Meloche was also PARI-MP's Secretary this past year. In May, PARI-MP also elected Dr. Grace Parr (PGY4, OBST) as the CAIR representative (two year term).

CAIR has been quite busy over the past year and below I have highlighted a few of their achievements (taken from CAIR's Annual Report). For a more detailed account please see the annual general report <http://cair.ca/u/elibrary/2012-2013%20annual%20report.pdf>

## ***CAIR Voting Rights at the Royal College.***

There was great concern when the Royal College recently withdrew CAIR's representative voting positions on three key Royal College committees. CAIR volunteers quickly coordinated a response, resulting in over 800 letters being sent directly to the Royal College leadership, with the message: "CAIR speaks for me." Members from CAIR's Royal College Working Group collaborated with senior members of the Royal College on reversing the decision and restored CAIR's vote for residents on these committees.

**The Canadian Association of  
Internes and Residents  
(CAIR)  
is the national representative body  
of over 8,000 Resident Physicians in  
British Columbia, Alberta,  
Saskatchewan, Manitoba, Ontario,  
the Maritime Provinces, and  
Newfoundland and Labrador.**

## ***CAIR'S National Resident Survey***

To better represent residents' concerns about their medical education, training environment and employment prospects, CAIR collaborated with Nanos Research to conduct a national survey of residents in Spring 2012 and again in Spring 2013. The Summary of Key Findings from the 2012 CAIR Survey (response rate 29.1%) was released in November. This survey is used to help guide CAIR on both current and future issues and regional results are made available to regional house-staff organizations (i.e. PARI-MP).

Resident duty hours can be a controversial topic. PARI-MP has a duty hour working group that is examining this issue. Below is CAIR's update from their annual general report:

The hours that trainees work is an ongoing issue of critical importance both within the medical profes-

sion and with the public. In April 2012, CAIR released its position paper *Canadian Patient and Physician Safety and Wellbeing: Resident Duty Hours* to help guide discussion on regulation of duty hours for residents. In August 2012, CAIR's representatives lobbied delegates at the Canadian Medical Association annual General Council meeting to successfully pass a motion of support for the six recommendations pertaining to in-house duty calls put forward in the CAIR paper. Building on that momentum and support, a CAIR Board Working Group on Duty Hours was created to explore strategies to further promote CAIR's position with relevant stakeholders so that changes to resident duty hours are managed in a manner that ensures patient safety, protects the safety and wellbeing of all physicians, and provides an optimal education for Canada's residents.

Highlights of the CAIR Board Working Group's activities over the past year include: developing questions on duty hours and work-related fatigue for the CAIR 2013 survey and communicating the results of the 2012 survey, liaising with PHOs on regional developments and initiatives (including commenting on the March 2013 PARI-MP Arbitration Award), and serving as resident representatives or observers on national stakeholder initiatives such as the CMA Working Group on Physician Work Hours and the Royal College's national collaborative project *Towards a Pan-Canadian Consensus on Resident Duty Hours*. CAIR resident contributions to the latter project also involved providing blog posts, membership on six expert working groups, sending a delegation of 11 residents to represent CAIR and PHOs at the March 2013 Canadian Consensus Conference on Resident Duty Hours, and providing feedback on the final project report released June 2013. Over the past year, CAIR representatives also have made a number of presentations on duty hours including the recent debate on "Duty Hours and the Implications for Rural Training" hosted by the CAIR President at the April 2013 Rural and Remote Conference in Victoria.

In Fall 2012 CAIR formed a joint working group to examine the issue of patient handovers in light of proposed changes to resident work hours and expected increase in handovers. The joint working group completed a comprehensive literature review of handover training in PGME as the basis for developing a policy paper and toolkit on handover basics and best practices, as well as preparing a workshop on handovers that will be presented at the September 2013 International Conference on Residency Education (ICRE).

### ***Global Health***

As a founding member, CAIR continues to be heavily involved in the ongoing work of the Junior Doctors Network (JDN). Established in 2011 under the auspices of the World Medical Association (WMA), the JDN is a forum that enables us to work with our overseas counterparts to advocate for safe working conditions, ethical migration of health professionals, duty hours and quality medical education. CAIR representatives Dr. Jennifer Meloche (Advocacy and Policy Committee Chair) and Dr. Jean-Marc Bourque attended the October 2012 JDN/WMA meetings in Bangkok, Thailand – where Dr. Bourque was elected Deputy Chair of the JDN (taking over from former CAIR representative Dr. Laurence Loh) – as well as the April 2013 JDN/WMA meetings in Bali, Indonesia.

## ***Health Human Resources Project***

Given the large impact that physician health human resources (HHR) continues to have on the training, retention and employability of Canada's future physicians to ultimately provide efficient and accessible care to patients, it was identified by the CAIR Board of Directors as a priority area of focus for CAIR; and in August 2012, the CAIR Board moved to create a Standing Committee on Health Human Resources. The committee's key deliverables this year have been the development of resident physician principles on physician health human resources, a Resident Dialogue on physician HHR, strategic assessment, expert consultations with the top 15 experts worldwide and a national membership survey on HHR. These activities are essential components of developing and articulating the resident perspective on physician health human resources to our stakeholders, governments and the public and to identify innovative solutions based on best practices. Over the coming months, the resident physician principles on HHR, a summary of the international expert consultations and a focused summary of the HHR results from our national membership survey, will be released. The CAIR HHR Standing Committee will review and leverage each of these deliverables, including the strategic assessment, to chart a path forward on HHR this coming year. This path will include considering a variety of options for communicating the resident perspective on HHR and advancing on areas of collaboration with our stakeholders on this important topic. Some other areas that CAIR has been involved in are Mentorship, Transfers, and Intimidation and Harassment Prevention.

Again, for more information on what CAIR's been up to please go to the website [www.cair.ca](http://www.cair.ca)

## **Site Reports**

### ***Annapolis Valley***

#### ***Dr. Lauren Clark-Gallant***

This year was a fantastic year for those of us in the Annapolis Valley, as it marked our first year as a family medicine program! Our small but mighty group of five residents were warmly welcomed into our various 'home base' communities, which span from Annapolis Royal to Kentville. Our program incorporates the new triple C curriculum, which has presented some challenges, but the program overall has proven to be quite flexible and incredibly receptive to necessary changes.

Our wellness activities this year ranged from potluck and group dinners to hikes around the region, to group games nights. We ended the year with a group dinner at a local restaurant and vineyard with our partners to celebrate the end of first year. We are excited to be welcoming 5 new residents this summer to have a full complement of 10!



*Annapolis Valley Residents*

## **Fredericton**

### **Dr. Martin Robitaille**

This past year we saw many improvements to life as a resident. The first thing our residents noticed was how visible and accessible PARI-MP is, and we learned from the start that help is always close by. A major issue when we started our PGY-1 year was our contract. When negotiations failed and it went to arbitration, we were pretty confident that residents would be happy with the outcome. When the final decision was made and our residents found out how good our contract was, it boosted our pride in training/working in the Maritimes.

Specific to our site, we have had several discussions regarding our continuity of care component of residency. More specifically, our site has opted to do a “week back” as opposed to the more common “half-day back” that other sites have. Every couple of weeks, we are booked for a whole week with our preceptor. This has proven to be beneficial to us since we do not miss time on specialty rotations every week. Because our approach is different, we have been asked by Dalhousie to prove that we maintain continuity of care for our panel of patients, and we are doing that by keeping records of patients we’ve seen repeatedly and/or in different environments (ED, clinic, surgery, etc).

As a group, we have done many activities together. These have included curling and TreeGo in which residents, staff and even visiting medical students have participated. Our site includes fourteen residents therefore it is quite easy to get everyone involved in non-academic extracurriculars such that we have been able to organize BBQs, trips to the beach and pool parties, skiing and various other sports without requiring any additional funds. Finally, our support staff have been very helpful this past year and have looked for our feedback on how the program is, at multiple times throughout the year. We have been able to give our opinion on how some of the rotations are scheduled and organized, in order to better them for the upcoming residents. We feel that our site has a very proactive outlook on our teaching and can tailor our needs accordingly.

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## **Moncton**

### **Dr. Cory Dickson**



*Moncton Residents*

PARI-MP sponsored events were held at Halloween, Christmas, a potluck in April, and an end-of-year barbeque in June. Funds were also used to hold a welcome lunch for incoming residents in late June. The arbitration decision presentation in March was well attended.

There is continued concern with regards to recent government funding decisions and job opportunities in New Brunswick.

Otherwise there were no major concerns from the site, the year went smoothly from a resident advocacy point of view, and Sasha Cormier-Meyer will be taking over as site representative following the AGM.

## ***Saint John***

### ***Dr. Natalie Graves***

As site representative and board member for PARI-MP in Saint John from September 2012-August 2013, I acted as a liaison between the PARI-MP board and the family medicine and internal medicine residents based in Saint John, New Brunswick. I hosted and planned events to promote resident wellness, answered questions regarding our contract and kept my colleagues informed surrounding our contract negotiations process. I did my best to try to meet and include visiting residents from other sites to Saint John and invited them to our events. I also tried talking with Medical Education administrators in Saint John regarding pet policies for visiting residents.

As well, I sat on the New Brunswick Medical Society Board, acting as the resident representative. In this role, I attended the Annual General Meeting in Saint John last September, as well as board meetings on Saturday every other month. In this position, I brought the voice and concerns of residents forward on topics such as EMR subsidies, billing number restrictions, limited job opportunities for graduating physicians in the province and was also involved in formulating a plan to better engage young physicians and medical learners into the society in the future.

I also took part in writing letters to the Minister of Health regarding the hard deadline to sign up to receive funding for the province-wide Electronic Medical Record. The Minister did write back, but unfortunately, the message was that there simply was not funding to extend the deadline for sign-up for the program. More recently, this spring, I was involved in a letter campaign spear-headed by Dr. Robert Pomerleau, PGY 3 in FM/EM. This was a letter addressed to the Minister of Health and was distributed to media outlets across the province and put forth the concerns of residents in the Maritimes who are being told there are very limited positions for new physicians in the province because of restrictions on billing numbers. Following the release of the letter, I did a few interviews with media.

#### Events Held:

Wine and Cheese (Attended by ~25 SJ and visiting residents as well as partners)

Night out at the Symphony (Attended by 10 SJ residents)

Christmas Movie night (Attended by 6 SJ residents)

Curling (Attended by 12 SJ residents, 1 visiting resident and partners)

Big Tide Trivia Night (Attended by 9 SJ residents)

Volley ball on the boardwalk (Team comprising 9 SJ residents, play once weekly in a co-ed recreational league organized by the YMCA)

House party (Attended by ~20 residents from Saint John, Halifax and Fredericton)

Welcome BBQ for new PGY 1's (Attended by ~ 15 SJ residents)

Keurig machine for student lounge + 100 K-cups

# Year-End Financial Report

On the last page of this report, please find a page from our year-end financial statements on our statement of operations. It basically shows where we spent our budget this past year.

Overall we weren't too far off budget in most categories; however there was a large expense for negotiations that we would normally take out of our reserve fund if we do not have enough in our annual budget. With under expenditures in other areas, we were able to cover most of the negotiations costs from this year's budget.

If you have any questions about our year end finances, please feel free to contact Sandi Flemming at [sandi@parimp.ca](mailto:sandi@parimp.ca)

## **DO YOU LIKE US? DO YOU REALLY LIKE US?**



Want to be kept up-to-date with all of PARI-MP's latest news?

Want reminders about our great events?

Want to win a gift card to Future Shop?

### **THEN "LIKE" PARI-MP ON FACEBOOK!**



Until the end of October, everyone who likes us on Facebook will be entered to win a \$100 gift card to Future Shop.

It's just our way of saying thanks for keeping in touch.

PROFESSIONAL ASSOCIATION OF RESIDENTS  
IN THE MARITIME PROVINCES (PARI-MP)  
STATEMENT OF OPERATIONS - GENERAL FUND  
FOR THE YEAR ENDED JUNE 30, 2013  
UNAUDITED

	2013 Budget \$	2013 Actual \$	2012 Actual \$
Dues	432,000	<b>478,469</b>	423,004
MPRI project revenue (Note 9 and Schedule)	-	<b>27,000</b>	54,500
Trust fund administration	20,000	<b>20,000</b>	20,000
Trust fund membership events	40,000	<b>40,000</b>	40,000
Other	<u>2,000</u>	-	<u>1,627</u>
	494,000	<b>565,469</b>	539,131
<b>EXPENSES</b>			
Accounting	5,000	<b>6,438</b>	9,665
Amortization	3,500	<b>3347</b>	3,528
Bad Debts	-	<b>774</b>	8,851
Bank charges and interest	2,000	<b>2,006</b>	1,966
Board meetings	3,000	<b>3,351</b>	3,279
Board - office insurance	3,000	<b>2,948</b>	2,948
Board - staff development	12,000	<b>8,760</b>	12,022
Board - staff functions	5,000	<b>5,994</b>	6,773
Canadian Association of Internes and Residents	85,000	<b>78,230</b>	85,791
Dues, licenses and fees	13,000	<b>14,398</b>	13,586
General legal	1,000	<b>494</b>	126
Gifts and donations	5,000	<b>4,113</b>	7,224
Grievances	-	<b>24,394</b>	-
Miscellaneous	1,000	<b>1,058</b>	228
MPRI project expense (Note 9 and Schedule)	-	<b>18,606</b>	70,291
Negotiations	20,000	<b>82,580</b>	36,316
Occupancy	35,000	<b>35,677</b>	34,696
Office	10,000	<b>7,298</b>	11,018
Publications and promotion	2,000	<b>124</b>	2,945
Salaries and benefits	228,000	<b>228,000</b>	197,448
Telephone and internet	4,500	<b>6,790</b>	4,550
Travel	16,000	<b>15,545</b>	16,863
Wellbeing and membership events	<u>40,000</u>	<b><u>38,137</u></b>	<u>31,117</u>
	494,000	<b>572,782</b>	561,231
DEFICIENCY OF REVENUES OVER EXPENSES	-	<b>(7,313)</b>	(22,100)