ANNUAL REPORT
2018-2019
The national voice of resident doctors
Resident Doctors of Canada (RDoC) represents over 10,000 residents across Canada. Established in 1972, we are a not-for-profit organization providing a unified, national voice for our membership.
At RDoC, we cultivate meaningful dialogue with our members and Provincial Housestaff Organizations (PHOs) to provide the perspective of resident doctors on issues surrounding national medical education. As a member-driven organization, we rely on resident volunteers to fulfill our mandate, and we collaborate with other national health organizations to foster excellence in training, wellness, and patient care.

VISION, MISSION AND THEMES

The 2018-23 Strategic Plan was approved by the Board of Directors at its meeting on November 24, 2018 in Ottawa. It articulates the following key features of the organization:

**VISION:**
Best training. Healthy residents. Unparallelled care.

**MISSION:**
Champion excellence in medical education, resident wellness, and health systems as the national voice of resident doctors.

**THEMES:**
- To optimize the continuum of medical education in Canada.
- To lead a pan-Canadian comprehensive approach to resident wellness.
- To contribute to improvements and innovation in Canadian health systems and patient care.
OUR STRATEGIC OBJECTIVES

1. Building expertise on all aspects of the resident experience through research, collaboration and advocacy in support of RDoC’s mandate.

2. Collaborating with our provincial partners, national stakeholders, and governments to build positive, safe, and diverse learning and working environments in medicine.

3. Championing optimal, equitable, and sustainable health and wellness for all Canadians, including physicians.

4. Advocating for a needs-based, pan-Canadian physician human resources strategy that ensures Canada has the right physicians in the right place at the right time.

5. Empowering residents to successfully navigate transitions within training and into practice.

6. Providing experiential leadership opportunities for resident doctors at the national level.
OUR PROVINCIAL PARTNERS

RDoC’s provincial partners are collectively known as the Provincial Housestaff Organizations. The seven PHOs represent the personal and practice interests of resident doctors within their respective regions.

The relationship between RDoC and the PHOs is critical, even as RDoC has evolved into a blended model of membership. The collaboration is multi-layered: RDoC has a relationship with the PHOs as a group, as well as bilateral relationships with each PHO. Cooperation is essential to RDoC’s work on behalf of residents across Canada.
MESSAGE FROM THE PRESIDENT

Resident doctors have many roles in today's healthcare landscape. We play key roles in teaching, research, and providing care to our patients. Resident Doctors of Canada (RDoC) is an important force in the ongoing pursuit to improve learning and the working environment for our over 10,000 members across Canada.

RDoC provides a unified national voice for resident doctors. We represent the diversity of resident physician needs, with members and volunteers from a variety of specialties, stages of training, and geographic regions. Our Board Members, Committee Members, Liaison Representatives, and staff all tackle issues that impact the personal and professional lives of resident doctors.

2018-19 was an important year for RDoC in a number of areas. We:

• completed our new strategic plan to guide the organization into 2023.
• delivered a Resiliency Curriculum to hundreds of residents across Canada and secured funding from our partners at the Canadian Medical Association to bring these crucial techniques to even more of our colleagues.
• revised and implemented the resident survey used in College of Family Physicians and Royal College of Physicians and Surgeons of Canada program accreditation to ensure resident feedback directly impacts the assessment and improvement of postgraduate training programs.
• continued efforts to work with the Medical Council of Canada to improve the learner’s experience with the MCCQE Part II.
• hosted an inaugural Positive Working Environment Summit that involved multi-disciplinary partners from nursing, physiotherapy, social work, and others.
• conducted an internal review of how we do our work to better engage and support our volunteers.
• continued our vigilant oversight of the transition to competency based medical education (CBME) for both the Royal College and College of Family Physicians.
• worked with the partners in medical education to continue discussions around revising the entry routes into residency to ensure we are best meeting societal needs.
• continued engagement with the Federation of Medical Regulatory Authorities of Canada to work towards expedited licensure for locums and the realization of national licensure so residents and practicing physicians can gain exposure to new environments and deliver care where it is needed most.
• released our national survey report in October 2019, helping us to better advocate for resident and health system issues.
• worked to develop key messages and strategies for the anticipated federal election in Fall 2019.
• continued to advocate for improvements to our learning environments and for the use of tools to enhance physician wellness starting in residency, with the goal to continue that support into practice.

This was another incredibly productive year for RDoC and it is all due to our strong volunteer team and staff who work tirelessly behind the scenes. I continue to be inspired by the great work being done across the country to improve our healthcare system and serve our patients. We are entering a transformative era where physician leadership is critical to help guide the future of healthcare in Canada.

Sincerely,

Michael Arget MD, MPH
President
Resident Doctors of Canada
GOVERNANCE

RDoC’s Board of Directors comprises resident doctors from each of the seven regions we represent. Another seven seats are allocated to the president of the corresponding Provincial Housestaff Organization (PHO) in each region.

2018-2019 Board of Directors
Dr. Michael Arget, President
Dr. Melanie Bechard, Past President
Dr. Emily Stewart, Vice President
Dr. Alana Fleet, Board Chair and Corporate Secretary
Dr. Bryce Durafourt, Treasurer
Dr. Tehmina Ahmad
Dr. Aditi Amin
Dr. Elise Azzi
Dr. Ali Damji
Dr. Deepak Dinakaran
Dr. Leo Fares
Dr. Marissa LeBlanc
Dr. Aarun Leekha
Dr. Jordyn Lerner
Dr. Nicholas Monfries
Dr. Bethany Ostrowerka
Dr. Kristina Roche
Dr. Seyara Shwetz
Dr. Mellissa Ward

“Resident Doctors of Canada is committed to advocating for residents in all aspects of training. All members, whether part of the board, staff or volunteers, are dedicated to making the resident voice heard on a national level, and that residents have the best training environment possible.”

— Dr. Meriem Latrous,
PGY-2, Pediatrics,
University of British Columbia
The bulk of RDoC’s work on behalf of its members takes place at the Committee level, with direction from the Board of Directors.

**Committees**

*Human Resources Committee*
- Chair: Dr. Melanie Bechard
- Dr. Michael Arget
- Dr. Bryce Durafourt
- Dr. Alana Fleet
- Dr. Emily Stewart

*Resiliency Working Group*
- Chair: Dr. Aarun Leekha
- Co-Chair: Dr. Amanda Ritsma
- Dr. Bobbi-Jean Batchelor
- Dr. Samantha Buttemer
- Dr. Cervia Kathryne Curtis
- Dr. Bryce Durafourt
- Dr. Katherine Edwards
- Dr. Samantha Norlund
- Dr. Christina Nowik
- Dr. Kristina Roche
- Dr. Calvin Santiago

*Practice Committee*
- Co-Chair: Dr. Ali Damji
- Co-Chair: Dr. Brandon Tang
- Dr. Liza Abraham
- Dr. Maulik Baxi
- Dr. Melanie Bechard
- Dr. Michael Bensusic
- Dr. Meghan Bhatia
- Dr. Laura Chu
- Dr. Justin Cottrell
- Dr. Samik Doshi
- Dr. Laura Jewell
- Dr. Jordyn Lerner
- Dr. Ramona Neferu
- Dr. Hollis Roth
- Dr. Christopher Skappak
- Dr. Vivian Tam

*Regional Networking Committee*
- Chair: Dr. Michael Arget
- Dr. Elise Azzi
- Dr. Deepak Dinakaran
- Dr. Marissa LeBlanc
- Dr. Aarun Leekha
- Dr. Nicholas Monfries
- Dr. Seyara Shwetz
- Dr. Emily Stewart
- Dr. Melissa Ward

*Finance, Audit & Risk Committee*
- Chair: Dr. Tehmina Ahmad
- Dr. Michael Arget
- Dr. Ali Damji
- Dr. Bryce Durafourt
- Dr. Jordyn Lerner
- Dr. Nicholas Monfries
- Dr. Kristina Roche

*Governance & Nominating Committee*
- Chair: Dr. Emily Stewart
- Dr. Aditi Amin
- Dr. Michael Arget
- Dr. Ali Damji
- Dr. Leo Fares
- Dr. Alana Fleet
- Dr. Kristina Roche
- Dr. Seyara Shwetz
- Dr. Mellissa Ward

*Resident Doctors of Canada 11*

*2018 National Resident Survey Team*
- Chair: Dr. Michael Arget
- Co-Chair: Dr. Melanie Bechard
- Co-Chair: Dr. Tehmina Ahmad
- Dr. Adele Duimering
- Dr. Alexandra Fottinger
- Dr. Jordyn Lerner

*Training Committee*
- Co-Chair: Dr. Terry Colbourne
- Co-Chair: Dr. Leo Fares
- Dr. Leora Branfield Day
- Dr. Bing Yu Chen
- Dr. Alana Fleet
- Dr. Alexander Gregor
- Dr. Noah Kosowski
- Dr. Ryan Kwan
- Dr. Vincent Le
- Dr. Marissa LeBlanc
- Dr. Nauman Malik
- Dr. Alex Ng
- Dr. Bethany Ostrowerka
- Dr. Kaylynn Purdy
- Dr. Franco Rizzuti
- Dr. Linda Zhou
Liaison Representatives

RDoC’s liaisons represent their fellow resident doctors at over 80 committees run by our national stakeholders. Liaison volunteers are key to bringing the resident perspective to these tables and for advocating on behalf of all resident doctors in Canada.

Dr. Scott Adams
Dr. Zeeshan Ahmed
Dr. Michael Arget
Dr. Daniel Altman
Dr. Elise Azzi
Dr. Anees Bahji
Dr. Chandandeep Bal
Dr. Melanie Bechard
Dr. Michael Benusic
Dr. Meghan Bhatia
Dr. Kevin Boczar
Dr. Leora Branfield Day
Dr. Laura Chu
Dr. Terry Colbourne
Dr. Justin Cottrell
Dr. Kathy Cui
Dr. Cervia Kathryne Curtis
Dr. Ali Damji
Dr. Gerhard Dashi
Dr. Victoria David
Dr. Madalena Dearden
Dr. Max Deschner
Dr. Paul Dolinar
Dr. Bryce Durafourt

Dr. Kaitlin Edwards
Dr. Susan Fan
Dr. Leo Fares
Dr. Samuel Fineblit
Dr. Alana Fleet
Dr. Golden Gao
Dr. Quentin Genuis
Dr. Ishrat Gill
Dr. Ryan Giroux
Dr. Helena Greene
Dr. Mackenzie Grisdale
Dr. Devin Hasanally
Dr. Justin Hall
Dr. Bernard Ho
Dr. Mohamed Hussein
Dr. Ahmed Jad
Dr. Odion Kalaci
Dr. Donna May Kimmaliardjuk
Dr. Bosco Law
Dr. Aarun Leekha
Dr. Caitlin Lees
Dr. Jordyn Lerner
Dr. Gordon Locke
Dr. Hamza Mahmood

Dr. Sean Mindra
Dr. Reza Mirza
Dr. Nicholas Monfries
Dr. Vivian Ng
Dr. Nina Nguyen
Dr. Samantha Nordlund
Dr. Bethany Ostrowerka
Dr. Kristina Loreta Pabedinskas
Dr. Iuliia Povieriena
Dr. Kaylynn Purdy
Dr. Franco Rizzuti
Dr. Haven Roy
Dr. Seyara Shwetz
Dr. Sarah Smith
Dr. Paula Sneath
Dr. Emily Stewart
Dr. Aishwarya Sundaram
Dr. Vivian Tam
Dr. Megan Tesch
Dr. Conrad Tsang
Dr. Kimberly Williams
Dr. Mike Wong
Dr. Taylor Wong
Dr. Stephanie Zhou
EXECUTIVE COMMITTEE

Chaired by the RDoC President, the Executive Committee leads the Board in establishing priorities, setting agendas and carrying out important representational and/or official work of the organization between meetings.

Privacy

An increasingly wide range of personal information is collected about residents during their training. Much of this data is sensitive in nature, and it is critical that such personal information be appropriately stored and protected, and only shared with the appropriate consents in place. RDoC developed an infosheet, “Data Collection & Learner Privacy Principles,” to help inform partners and stakeholders, and to guide our advocacy with respect to the storage, collection, sharing, and protection of learner personal information.

CaRMS

RDoC recognizes that, as a consequence of the way in which Québec allocates its residency positions through the Canadian Resident Matching Service (CaRMS) match, residents from outside of Québec often face barriers when applying to Québec subspecialty positions. Residents from outside of Québec are eligible to apply for only a limited and fluctuating number of particular stream positions. We have brought these concerns to the Québec Ministry of Health and Social Services and postgraduate deans of Québec medical schools in order to stimulate dialogue and determine solutions.

National Licensure

The application process for medical licensure requires that physicians submit separate applications to each provincial/territorial medical regulatory authority. This poses a challenge to residents and staff physicians who strive to deliver care to patients easily and flexibly. As such, RDoC is advocating for national licensure, which would allow physicians to provide care across provinces and territories. We have developed a collaborative statement on national licensure that has received the formal endorsement of the Canadian Federation of Medical Students (CFMS), the College of Family Physicians of Canada (CFPC), the Royal College, the Canadian Medical Association (CMA), and the Society of Rural Physicians of Canada (SRPC). We look forward to building on this statement to incorporate our position on full national licensure in the near future, and working together to determine next steps.

Entry Routes

The Entry Routes Working Group, chaired collaboratively by RDoC and the Association of Faculties of Medicine of Canada (AFMC), strives to re-evaluate the training programs that medical students enter at the start of residency. Members include representatives from CFMS, Fédération médicale étudiante du Québec (FMEQ), the CFPC, and the Royal College. Together, RDoC and AFMC completed an environmental scan consisting of key informant interviews and a literature review. The group is working to develop collaborative recommendations informed by the best available evidence.
Conferences & Events

Members of the Executive Committee presented at several national stakeholder events in the 2018-19 year:

- Canadian Conference on Medical Education (CCME)
- Canadian Federation of Medical Students (CFMS) Annual General Meeting
- International Conference on Residency Education (ICRE)
- Professional Association of Residents of Ontario (PARO) Annual General Meeting

"The opportunity to observe and participate in an RDoC board meeting was an excellent professional development opportunity in a productive, welcoming environment. Board members and staff were engaging and sought to ensure I was able to contribute and make important connections that helped advance collaborative opportunities between our organizations."

— Victor Do, President Elect, Canadian Federation of Medical Students
The Practice Committee oversees the creation and realization of activities to support the delivery of patient-centered care and seamless transitions from training into practice. Key areas of interest include health human resources, career planning, entry disciplines, practice management, and social accountability.

Anthology

Resident Doctors of Canada is publishing *Inside the Lives of Canada’s Resident Doctors*, the first anthology of stories about residents’ experiences in medical training. Our goal is to increase our mutual understanding and respect for each other as individuals and colleagues, as well as to enhance public awareness of resident doctors’ important roles in the healthcare system. Sharing personal reflections and narratives will enrich our shared experiences as resident doctors. Broadly, we are publishing stories told in prose, poetry, or art that capture the highs and lows of being a resident. The Call for Submissions closed on April 30, 2019 and there was tremendous interest from residents across Canada. We look forward to publishing the book in the near future.

Practice Management

RDoC continues to advocate for practice management education and supports for residents. Residents experience a significant transition when they graduate from a supervised learning environment and move into independent practice. During this period, it is essential that they are provided with the tools and information on the non-clinical aspects of running a practice – such as legal, administrative, and financial aspects – before proceeding to independent practice.

In 2016, RDoC examined current practices in practice management education and training and developed Principles for Practice Management Training in PGME to help guide PM curriculum development and delivery within residency. Additionally, the evidence gathered in RDoC’s 2015 and 2018 National Resident Surveys identifies the value of PM training to residents. This includes overwhelming support for the delivery of topics on financial planning, physician remuneration options and setting up a medical or clinical office, and the preference for this type of training to be delivered during formal didactic sessions and during clinical training.

RDoC presented at the 2019 Canadian Conference on Medical Education on *Improving Resident Education on Practice Management*, including an overview of the current state of practice management education in Canada and RDoC’s innovations on the topic.

We have also provided input into CMA subsidiary Joule’s resources on practice management, including the Joule app, practice management training format, co-creation of the Joule Practice Comparison Grid, the integration of wellness components in Joule’s practice management sessions and the development of learning objectives for these sessions. RDoC and the Canadian Medical Protective Association (CMPA) has also collaborated on the development of professional symposia on medico-legal topics for residents. We look forward to continuing these collaborations in the coming year.
Resident and New-in-Practice Profiles

Resident and New-in-Practice profiles are real-life stories of residents and new-in-practice physicians in a wide-variety of disciplines, written in their own words. Our goal is to provide learners with a breadth of understanding of the expectations and possibilities in residency and beyond. RDoC has launched collaborations with the College of Family Physicians of Canada’s (CFPC) First Five Years in Practice Committee and the Canadian Geriatrics Society (CGS) to solicit profiles from residents, fellows, and new-in-practice physicians.

Profiles have been updated into stand-alone HTML pages on the RDoC website with printable PDF available, and the ability to filter based on Career Stage, Program, and University. The goal of this update is for the profiles to be more easily indexed by RDoC website’s local search engine as well as external search engines like Google.

First launched during Resident Awareness Week in February 2016, a total of 64 profiles have been released as of June 2019.

Practice-Related RDoC National Survey Results

The Committee developed meaningful synopses and analyses of the 2018 RDoC National Survey through infographics that help us better understand the Practice-related survey results and advocate in these areas with our partners. Three infographics were completed over 2018-2019:

• Career Intention & Practice Management
• Career opportunities
• Expected work duties

Podcasts

The RDoC podcast series was started this year. The hope with this series is to create a space for residents to discuss hot topics of the year affecting residents in Canada, as well as pearls for residency training. The first podcast interview was held in February 2019 on gender disparities in medicine (with a focus on residency/training). Dr. Eve Purdy and Dr. Cynthia Whitehead were interviewed for the podcast and it will be posted in the near future.
National Licensure

Canada’s immense size and distributed population requires a mobile physician workforce that can dynamically respond to national and regional patient care needs. In 2017, RDoC released a collaborative statement supporting a portable locum license to enable physicians to more easily and flexibly deliver care to patients in need. The 2018 RDoC National Survey indicated that of those residents who are not sure or do not plan to locum outside their province or territory of their primary practice, a significant proportion - 52% - stated that they would locum outside if no additional license applications were required.

RDoC has therefore taken its advocacy one step further and is advocating for a system of national licensure. This would allow for standardization of the licensure application processes, increased physician mobility, and improved response to geographic patient care needs particularly in underserved, rural, and remote communities.

RDoC advocacy on national licensure has been strong this year with multiple avenues for highlighting RDoC’s position. On January 4, Andre Picard published a piece in the Globe & Mail on national licensure, and RDoC was front and center. The Medical Post followed up with RDoC and published a piece. A retweet on this article had 20k impressions, and the article had over 100 comments - mainly supportive of a move to national licensure. RDoC pushed this advocacy into the public arena by collecting stories from Canadian residents and physicians who experienced barriers to mobility with the current licensing system. Presentations were also made at the Canadian Association Canadian Association of Staff Physician Recruiters Conference and Seamless Canada.

RDoC continues to work with our partners, including the Society of Rural Physicians of Canada (SRPC), the College of Family Physicians of Canada (CFPC), the Canadian Federation of Medical Students (CFMS) and the Canadian Medical Association (CMA) on this issue, and we look forward to continuing these efforts in the coming year.

— Dr. Iulia Povieriena, PGY1, Family Medicine, McMaster University
The Training Committee oversees the creation and realization of contributions and advocacy national curriculum development, accreditation, certification, licensure and resident matching.

Accreditation

From September 2017 to March 2018, the Training Committee undertook an in-depth, iterative review of the 80-question RDoC pre-accreditation questionnaire (RPQ). The questionnaire was first developed and used in 1983 and has undergone several minor updates since that time. The questionnaire gathers quantitative and qualitative information on residents’ overall residency experience in a confidential manner prior to a full onsite accreditation survey.

The results of the RPQ are shared with the resident surveyors on the Royal College and the CFPC survey teams to inform their review during the onsite process and a high-level synthesis report is prepared for the Royal College and CFPC Survey Team chairs. The new RPQ was distributed to residents at Dalhousie University in 2018 and RDoC is in the process of evaluating its implementation.

RDoC continues to expand its educational offerings in accreditation. An in-conference workshop on Integrating Resident Feedback into the Accreditation Process took place on October 19, 2018 at the 2018 International Conference on Residency Education (ICRE). We’re also in the process of collaborating with the Colleges on stand-alone resident workshop at a future ICRE.

An Accreditation video series was released in November 2018. Presented by past-Training Committee Co-Chairs, Drs. Adriana Krawchenko-Shawarsky and Terry Colbourne, this series provides residents and all viewers with an overview of residency accreditation in Canada, how to prepare if your program is being reviewed and the importance of the resident voice in accreditation. RDoC hosted an Accreditation Webinar on June 18, 2019, to further explore these topics in greater detail. Drs. Margaret Moore and Terry Colbourne are presenting. All are invited to register and attend.

RDoC ensures the participation of residents as surveyors on accreditation survey teams. In 2018-19, residents served on all Royal College external review teams as well as the CFPC and Royal College full survey teams for Dalhousie University. We continue to collaborate with the Colleges on presentations to chief residents in preparation for the full survey accreditation visits. Presentations were held at Western University in April 2019 and the University of British Columbia in June 2019.

Competency-Based Medical Education

RDoC continues to play a central role in advocating for its members in the roll-out of competency based medical education (CBME). Since before the release of RDoC’s 2016 position paper, Implementing a Competency Based Approach to Medical Education, we’ve been a part of discussions with medical education partners and the postgraduate deans on the shift towards CBME. Our goal is to continue to ensure that the CBME roll-out at Canadian faculties of medicine engages learners in a supportive and streamlined process.

RDoC has undertaken a Qualitative Study to gather the views of residents in CBME programs – Competence-by-Design and Triple-C. Interviews were completed over December 2018-January 2019 and data analysis has begun. We will be
publishing the results of this research in the near future. We thank all residents who have taken the time to respond to our interview requests and who have been interviewed for this important project.

An in-conference workshop on *Engaging the next generation of residents in CBME Implementation* took place on October 20, 2018 at ICRE. On April 12, 2019, RDoC collaborated with the Royal College and the Fédération des médecins résidents du Québec (FMRQ) on the delivery of a Competence by Design (CBD) session for medical students at the Canadian Federation of Medical Students Spring General Assembly. Dr. Leora Branfield Day and Dr. Justin Cottrell participated.

### Transfers

RDoC is expanding its efforts to better understand the experience of residents who are attempting to transfer, or who have faced barriers in transferring into a different residency program. Our goal is to update our transfer resources, and to work with our stakeholders to create a better transfer system. Over the last couple of months, the RDoC team has developed an infographic, highlighting recent data from the 2018 RDoC National Survey and sent out via social media and a Call to Action – asking residents to contact us to share their experiences if they’ve transferred or considered transferring to another program or faculty.

As an observer at the RDoC Board Meeting in March 2019, I was impressed with the organization of RDoC and the breadth of topics they addressed. The two-day meeting encompassed areas in resident wellness, physician resource planning, medical student CaRMS match, a national formal resident resiliency curriculum, national healthcare issues pertinent to the Canadian public, and special topics such as national physician licensure. I learned a lot during the meeting, and am so grateful for the ongoing hard work of all RDoC members in advocating for residents and the healthcare system in general.”

— Dr. Amro Qaddora, PGY-1, Internal Medicine, University of Calgary
The Wellness Committee works to oversee the creation and realization of RDoC activities supporting resident health and wellness. These activities aim to inspire a redefined work environment in postgraduate medical education and also champion the good health of Canadian resident doctors in mind, body, and spirit.

Fatigue Risk Management

RDoC’s Wellness Committee explored various projects in the area of Fatigue Risk Management, including the completion of a nutrition enviroscan organized by major training site. Committee members updated a set of National Call Room Standards and presented a related infographic titled *Trainee doctors propose minimum standards for call rooms* at the Canadian Conference on Medical Education (CCME) in Niagara Falls. The team also drafted a summary document on taking time off for wellness, based on existing research and evidence.

Online Wellness Resources

The Wellness Committee continues to enhance RDoC’s online member resources, including a consultation with the AFMC Physician Health & Wellness Group for feedback on a list of online resources about accommodations during residency. The team produced two webinars relating to resident wellness – *An AMA with the CMPA and Themes Emerging from the 2018 Resident Survey* – both of which are available on RDoC’s YouTube channel.

Positive Working Environment

RDoC advocates strongly for a positive learning and working environment in postgraduate medical education. Members of the Wellness Committee worked with a multi-disciplinary planning committee to finalize the Positive Working Environment (PWE) Summit 2019, which took place in Ottawa on May 29-30, 2019. The Summit was attended by representatives from 17 different healthcare delivery professions. Participants discussed major themes related to fostering a positive working environment in healthcare, including awareness, work/life balance, conflict resolution, and the hierarchical model of care. RDoC’s Wellness Committee has also developed infographics on using “pro wellness language” to foster positive change in the culture of medicine.

Conferences & Events

Members of RDoC’s Wellness Committee presented and participated in various national and international stakeholder events in the 2018-2019 year:

- The Canadian Conference on Medical Education (CCME)
- The International Conference on Residency Education (ICRE)
- The Positive Working Environment (PWE) Summit
The Wellness Committee oversees a number of RDoC's liaison positions on key stakeholder committees that examine a range of issues, including:

- Distributed Medical Education
- Physician Health and Wellness
- Ethics
- Fatigue Risk Management
- Accommodations
- Health and Public Policy
- Regional Advisory Groups

“RDoc has aligned itself with topics important to residents now and as practicing physicians, namely national licensure and MCC testing. Having the opportunity to attend a meeting to observe the advocacy for residents reassured me that RDoC is focused on past, present, and future resident issues.”

— Dr. Meagan Roy, PGY-1, Pediatrics, University of Calgary
For every 5 active physicians in Canada, there is 1 resident.

Fine Fellows
More than 2,600 residents further their training each year through fellowships.

Paying it Forward
After completing their training, over 80% of residents plan to spend time in teaching/education roles.

Demographically Speaking
Over 27% of residents received their MD outside of Canada.

Home Sweet Home
79% of Canadian residents who completed their training in 2012 were practicing medicine in the same province five years later.
By the Numbers

Volunteers: ~120

Stakeholder committees: ~62

Meetings per year: 170+

in-person meetings and teleconferences, plus email discussions
RESILIENCY WORKING GROUP

The Resiliency Working Group oversees the development, implementation, and evaluation of the RDoC Resiliency Curriculum.

RDoC has developed a national Resiliency Curriculum for residents, drawing from content created by the Department of National Defense and the Mental Health Commission of Canada. RDoC’s Resiliency Curriculum is practical and skills-based, designed to help mitigate stress and promote the importance of fostering supportive and positive learning environments in PGME.

The components of the Resiliency Curriculum include:

Resident Module

The Resident Module is the main component of RDoC’s Resiliency Curriculum. This interactive, peer-facilitated workshop is tailored for resident doctors. Participants learn how to identify signs of distress and relevant actions to improve their well-being. The workshop also reviews a set of four practical tools to moderate stress and optimize performance.

In the 2018-2019 term, RDoC’s resiliency peer trainers delivered 38 Resident Module workshops to numerous programs across the country and reached approximately 1,000 residents.

Leadership Module

This complementary workshop was designed for faculty and administrative staff who work with residents and have a role in helping advocate for resident wellness. The Leadership Module is geared to help participants support and strengthen resident resiliency while addressing systemic barriers to care in PGME.

RDoC resiliency trainers delivered the Leadership Module workshop to groups of leaders, including program directors and program administrators, at five faculties of medicine in the 2018-2019 term.

Train-the-Trainer

The Train-the-Trainer program was developed to recruit new peer trainers who are passionate about resident resiliency and well-being. In the 2018-2019 term, RDoC piloted a new Train-the-Trainer model at select faculties of medicine in order to expand the presence of local resiliency champions and increase sustainability of the program.
Working Group Activities

The 2018-2019 Resiliency Working Group focused on three areas of work this year:

- Ongoing curriculum development and evaluation. This included a review of Resident Module participant feedback and subsequent edits to the materials.
- Analyzing data from focus groups on systemic barriers to care. Building on last year’s study, the findings will be used to write a paper for publication in 2019.
- The planning and development of a Resiliency Mobile Application. Once complete, the mobile app will be launched as a supplement to the Resident Module, allowing residents to continue practicing their skills after their participation in the in-person workshop.

Conferences & Events

Members of RDoC’s Resiliency Working Group presented at these national and international stakeholder events in the 2018-2019 year:

- The Canadian Conference on Medical Education (CCME)
- The International Conference on Residency Education (ICRE)
- The meeting of the International Federation of Medical Students’ Association (IFMSA)
- The meeting of the Junior Doctors Network (JDN)

Funding Partnership

Thanks to a generous grant from the Canadian Medical Association (CMA), RDoC was able to greatly increase the annual number of resiliency workshops provided to resident doctors across the country. RDoC looks forward to continuing to work with the CMA in the coming academic term.

Resiliency workshops completed in 2018-2019:

- **38** Resident Module workshops at all 13 faculties of medicine
- **5** Leadership Module workshops at 5 faculties of medicine
The RDoC Awards Program honours individuals who have contributed to improving the lives of resident doctors in Canada. The Wellness and Medical Education Awards each recognize outstanding resident and staff physicians in these areas. The Service to Resident Doctors Award highlights the important role played by non-physician staff in the post-graduate medical training environment.

The Awards Presentation reception took place April 14, 2019 at the Marriott on the Falls, Niagara Falls, in conjunction with the Canadian Conference on Medical Education. All five RDoC Award recipients were able to attend in person to receive their award. The 2018 CFPC Murray Stalker Award recipient, Dr. Jane Thornton, was also able to attend, the first time RDoC and the CFPC has collaborated on this effort to recognize excellence in family medicine.

Over 50 individuals attended, representing a cross-section of residents, medical students, alumni, PGME deans, PHO staff, and representatives from RDoC’s stakeholders.

2018 Award Recipients

**RDoC Puddester Award for Resident Wellness**
Honours individuals who have contributed to improving resident wellness in Canada.

**RDoC Mikhael Award for Medical Education**
Honours individuals who have contributed meaningfully to improving undergraduate and postgraduate medical education in Canada.

**RDoC Ross Award for Service to Resident Doctors**
Honours an individual who has contributed to the enrichment of resident life in Canada.

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**Dr. Jonathan Dean (resident category)**
General Internal Medicine Subspecialty Fellow, University of Saskatchewan

**Dr. Jonathan DellaVedova (staff category)**
Wellness Lead Clinician, Postgraduate Education, Northern Ontario School of Medicine

**Dr. Bruce Fage (resident category)**
PGY-5, Psychiatry, University of Toronto

**Dr. Warren Cheung (staff category)**
Associate Director, Education Innovation, Dept. of Emergency Medicine, University of Ottawa

**Ms. Charlène Fouqueray**
Program administrator, Public Health and Preventive Medicine Program, University of Calgary
## FINANCIAL STATEMENT

### April 1, 2018 – March 31, 2019

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUES</strong></td>
<td></td>
</tr>
<tr>
<td>Member Dues</td>
<td>$1,574,078</td>
</tr>
<tr>
<td>Other Revenue</td>
<td>$ 191,056</td>
</tr>
<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
</tr>
<tr>
<td>Human Resources</td>
<td>$ 852,779</td>
</tr>
<tr>
<td>Operations</td>
<td>$ 198,634</td>
</tr>
<tr>
<td>Governance</td>
<td>$ 226,452</td>
</tr>
<tr>
<td>Stakeholder Relations</td>
<td>$ 80,881</td>
</tr>
<tr>
<td>Liaison Representatives</td>
<td>$ 47,696</td>
</tr>
<tr>
<td>Corporate Communications</td>
<td>$ 56,956</td>
</tr>
<tr>
<td>Committees (Practice, Training, Wellness)</td>
<td>$ 73,605</td>
</tr>
<tr>
<td>Resiliency Project</td>
<td>$ 118,037</td>
</tr>
<tr>
<td>Memberships &amp; Sponsorships</td>
<td>$ 46,144</td>
</tr>
<tr>
<td><strong>NET INCOME (EXPENDITURE)</strong></td>
<td>$ 63,950</td>
</tr>
</tbody>
</table>