STRATEGIC PLAN
2019-2024

RESIDENT
DOCTORS OF BC
PURPOSE
To support the interests of resident doctors in British Columbia.

MISSION
- To represent our members in contractual matters
- To support our members’ education and training, and encourage excellence in the teaching environment
- To promote our members’ professional, personal and financial well-being
- To foster engagement among our members throughout British Columbia
- To advocate on behalf of our members in collaboration with our stakeholders and the community

VALUES
Fairness  Respect  Unity  Professionalism
PRIORITY 1

Improve Residents' professional, personal and financial wellness.

- Promote safe, respectful and supportive work and learning environments.
- Support and promote best practices to prevent Resident burnout.
- Develop policies, programming, services and resources to support all aspects of Resident wellness.
- Engage Residents in wellness activities and initiatives.
PRIORITY 2

Foster effective and respectful labour relations.

- Monitor and ensure effective contract administration.
- Gather and maintain accurate, secure, and effective data on Resident labour matters.
- Develop effective means to report and resolve contract violations.
- Prepare and execute an effective and successful negotiation process.
Cultivate meaningful relationships with strategic partners.

**Priority 3**

- Promote robust and diverse Resident engagement with strategic partners.
- Unify the voice of Resident representatives.
- Develop and sustain long-term institutional relationships.
- Support and enhance residency training through advocacy and strategic relationships.
PRIORITY 4

Ensure operational excellence and mitigate organizational risk.

Ensure responsible stewardship of the organization’s resources and assets.

Implement robust risk management practices.

Build organizational memory to ensure operational and financial continuity.

Foster healthy and effective board and staff relationships.