

**RESIDENT
DOCTORS
OF BC**

Strategic Plan 2016-2019

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

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Review of the 2013-2016 Plan

Resident Doctors of BC made significant progress on a number of strategic objectives in the 2013-2016 Strategic Plan, and looks forward to pursuing further achievements in the 2016-2019 plan.

STRATEGIC PRIORITY 1

Advance residents' interests in contractual matters

Resident Doctors of BC negotiated an improved contract in 2014, which included a Professional Expense Benefit to help cover the cost of extraneous expenses, additional call definitions to address program specific needs, and the inclusion of call protection for pregnant residents.

STRATEGIC PRIORITY 2

Strengthen communication and transparency between residents and Resident Doctors of BC

Resident Doctors of BC launched a new website with increased accessibility, improved navigation, and updated content. Since 2013 there has been an increase in participation on committees, and in readership rates on the bi-weekly newsletter rounds.

STRATEGIC PRIORITY 3

Enhance and establish working relationships with external bodies

Resident Doctors of BC has strengthened relationships with a number of stakeholders, which resulted in an expanded number of joint events and support services for residents. We also increased meetings with government officials as a result of a heightened profile for residents and the organization.

Overview of the 2016-2019 Plan

PRIORITY	CONTRACT Advocate for residents in contractual matters	COMMUNICATION Improve member dialogue & engagement	COLLABORATION Foster & strengthen external relationships
ACTIONS	<ol style="list-style-type: none"> 1. Achieve the best possible contract 2. Ensure an optimal training environment and contract adherence 3. Take strategic steps to enhance subsequent contracts 	<ol style="list-style-type: none"> 1. Efficiently inform residents of our services, projects, and events 2. Actively solicit resident input 3. Encourage residents to engage in active roles 	<ol style="list-style-type: none"> 1. Enhance residents' educational experience by maintaining and strengthening relations with UBC 2. Enrich resident life through collaboration with our stakeholders 3. Improve public awareness of residents and their role in healthcare
INDICATORS	<ul style="list-style-type: none"> • Improved contract through proactive negotiations • Increased resident satisfaction with the training environment • Enhanced bargaining position for future negotiations 	<ul style="list-style-type: none"> • Broadened awareness of Resident Doctors of BC services, projects, and events • Expanded resident input • Increased resident involvement in the organization 	<ul style="list-style-type: none"> • Strengthened relationship with UBC • Fortified stakeholder relationships for residents' benefit • Elevated understanding of residents and their role in healthcare

Priority 1

Advocate for Residents in Contractual Matters



Priority 2

Improve Member Dialogue and Engagement

METRICS

- Steady growth in readership and social media engagement
- Increased user registrations on the website
- Website content is always current and accurate
- Formalized communications strategy between the CoPR Chair and its members

METRICS

- Increased resident feedback via website
- Increased respondents in member survey
- Regular CoPR feedback

ACTION 2

Actively solicit resident input

- Gather regular input from CoPR and distributed members
- Continue to elicit feedback on the website
 - Acknowledge and respond to residents in a timely manner to encourage more interaction
 - Complete an annual member survey to ensure resident needs are being met

ACTION 1

Efficiently inform residents of our services, projects, and events

- Continue engagement strategies including: Rounds, Pulse, social media, and individual member outreach
 - Maintain website to optimize accessibility and dynamic content
 - Involve CoPR to further the dissemination of information

ACTION 3

Encourage residents to engage in active roles in the association

- Establish opportunities for further engagement
- Create awareness of opportunities through communications channels
 - Prepare residents to take on roles by providing workshops and training
 - Provide incentive for participation such as training, experience, recognition, and profiling engaged residents
 - Highlight the positive impact of member involvement

METRICS

- Increased participation on committees and council
 - Expanded resident-generated content in communications
 - Increased attendance at events

Priority 3

Foster and Strengthen External Relationships

METRICS

- Reduction in cost to residents for CMPA fees
- Regular and more frequent meetings with the government (bi-annually with key officials)
- Resident representation on committees and in processes that impact residents' training environment

ACTION 2

Enrich resident life through collaboration with our stakeholders

- Educate stakeholders on the key role residents play in healthcare and the delivery of service
- Collaborate with stakeholders to share resources and reach mutually beneficial goals
- Establish resident representation in discussions pertaining to issues that impact residents' work environment

METRICS

- Regular presence in public media channels
- Active presence in the public sphere

METRICS

- Immediate notification by program when residents are put on probation.
- Acquired dosimeters for residents to improve resident safety

ACTION 1

Enhance residents' educational experience by maintaining and strengthening relations with UBC

- Collaborate with UBC to ensure the educational experience is in accordance with the Collective Agreement and Letter of Understanding
- Improve the lines of communication and establish a direct relationship with each individual Program Director and Program Administrator
- Identify common goals and work towards achieving them with a shared public voice

ACTION 3

Improve public awareness of residents and their role in the healthcare system

- Further utilize diverse and cost-effective forms of advertisement to increase awareness
- Be an active voice in the public domain so that the general population can identify and appreciate the role of residents
- Increase community engagement and involvement by participating in events and outreach programs

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