

LE BULLETIN

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THE FMRQ
AT YOUR SERVICE

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PRESIDENT'S MESSAGE

Dear Colleagues,

You've been hearing about the FMRQ since you began your residency, paying union dues, attending such activities as the Family Medicine Conference or the Federation's Career Day, and receiving information by email, or via the app, Facebook page, or our website. But do you know all the FMRQ can do for resident doctors? And what it can do for you personally?

Our mission is the study, defence and advancement of the economic, social, moral, academic and professional interests of the unions (i.e., the four affiliated associations) and their members. Our day-to-day task is therefore to ensure that all aspects of your professional lives, your health included, are protected.

The following pages present an overview of all the Federation's areas of activity, and of the services we offer to simplify your lives during residency.

First, the upcoming negotiations for renewal of our collective agreement, which expired on March 31, 2021. The Negotiating Committee normally consists of the presidents of the four affiliated associations and the FMRQ, with the contribution of the Executive Director and other permanent staff members. The Federation negotiates your work conditions, obtains enhancements to the different types of leave you enjoy, including study leave, certain release times for taking your certification exams, and for conferences, and—another important example—the FMRQ negotiates benchmark frameworks for your call schedules.

The FMRQ also conducts a great deal of lobbying of partner organizations, including the Quebec Ministry of Health and Social Services (MSSS), our medical faculties, the other medical federations (FMSQ, FMOQ, and FMEQ), Collège des médecins du Québec (CMQ), Royal College of Physicians and Surgeons of Canada (RCPSC), and College of Family Physicians of Canada (CFPC).

The FMRQ's 10 directors, elected by the delegates from the four affiliated associations (AMRM, ARM, AMReQ, AMReS) determine the Federation's policy directions and priorities for each three-year period, then each year the Board of Directors more specifically establishes which elements of the three-year plan will be prioritized over a 12-month period, giving the Executive Director the mandate to handle its implementation with FMRQ employees and our different external partners. The sectoral committees—Union Affairs Committee (CAS), Academic

Affairs Committee – Family Medicine (CAP-MF), Academic Affairs Committee – Specialties (CAP-S), Resident Wellness Committee (CBER), and Physician Resource Planning Committee (CPEM)—are made up of delegates from all the associations, who represent you on them and also work in the field with you on targeted issues where your interests are defended. There are 100 or so delegates, some of whom have been playing that role for several years. Other members represent the FMRQ on different medical education bodies in Quebec and Canada-wide.

In closing, I'd like to reiterate the importance of members' involvement, whether in their faculty associations or the Federation. In my own case, I was involved in the FMEQ as a medical student, then began with the FMRQ four years ago, first on a sectoral committee (CAP-S), next on the CPEM, and as Vice-President, then President since July 2021. I wish for you such an invaluable human experience that is personally fulfilling while benefitting the colleagues for whom you undertake it. If you're interested, get in touch with your association's representatives to learn about opportunities for local engagement. That's where Federation involvement usually begins, and where members are designated as delegates, in turn electing those responsible for representing their fellow residents at the provincial and Federation-wide levels. The FMRQ couldn't be what it is without all those individuals who have been involved over the years, on top of their schedules already overloaded by residency, and the next act depends on the engagement of current and future members.

On that note, I wish you all the best as you continue in your residency, and for us all I hope for a return to a more normal post-pandemic situation.

Jessica Ruel-Laliberté, M.D., M.Sc.
President



EXECUTIVE DIRECTOR'S MESSAGE

The FMRQ is a not-for-profit service organization whose mission is to represent you and defend you in all facets of your lives as resident doctors, i.e., in your relations with your faculty, your paying establishment, the establishment where you are on rotation, with your staff physicians, accreditation bodies (regulatory authorities) for your certification exams, CaRMS matching service for your subspecialty choices, Collège des médecins du Québec, or government authorities or establishments with which you are in discussions about obtaining a PEM or PREM.

While the FMRQ is itself a professional union which represents you, often directly, its role is also to gather together advocacy work, in conjunction with the four affiliated associations—which are also incorporated, but non-profit, professional unions. The mission of these five organizations, thus grouped together in federal form, is to bring you the best possible services so as to make your residency a success on the way to an autonomous practice that lives up to your expectations.

My role as Executive Director is to ensure that everything runs smoothly on a day-to-day basis, but also with the greatest possible consistency over time. To that end, I provide the interface between the Board of Directors, consisting of your 10 province-wide representatives, and the dozen permanent employees and numerous external resources who work for you every day. My role is to ensure that the policy goals and objectives, and the priorities established by the Board, are achieved in practice. Altogether, our actions are guided by a three-year strategic plan that provides both for our permanent and recurring objectives and for more specific issues that we wish to develop over time. That way, I make sure to organize the work of the Federation's permanent employees and external resources to attain those objectives within the agreed-upon timeframe, as well as planning how to deal with political issues which inevitably raise their heads each year and cannot always be anticipated.

Between monthly Board meetings, the members of the Executive Committee, consisting of the President, Vice-President, Secretary-Treasurer, and Executive Director, can provide follow-up on the different current issues in order to foster their more rapid, effective resolution.

Despite the COVID-19 pandemic and the public health measures that have made it more complicated to hold our yearly, Federation-wide events since 2020, the FMRQ none the less managed to maintain these activities, including, in person in fall 2021, the popular Career Day. These events, which also include the Family Medicine Conference, Symposium on PREMs in Family Medicine, welcoming of new R1 members, and Resident Doctor Day, have been appreciated for many years, and members, through their sustained participation in large numbers, continued to tell us how much such events meet their needs. These Federation-wide events clearly show that the FMRQ is far more than just a traditional labour union. The Federation is an organization that works both to ensure you have a smooth transition from residency to practice, with a sufficient number of positions for you all—through our involvement on physician resource planning committees—and to ensure compliance with the collective agreement that safeguards your rights during your residency. It is a body which can both work on implementing protections for your wellness through preventive measures and, when necessary, use legal action to combat intimidation, bullying, and discrimination. The FMRQ also accompanies you in the event of university-related difficulties if academic problems arise, or on the professional front, if complaints are made against you. Day by day, we defend the quality of your postgraduate education, conduct political lobbying to defend your future careers, and ensure that there are positions in medical practice that are up to the significant human investment you have made in your training. All that is part of our vision of the FMRQ's role.

EXECUTIVE DIRECTOR'S MESSAGE

Some of the issues we are dealing with are already more public in nature, but in terms of successes we can report on publicly, there are a host of issues resolved, needs fulfilled, or advice given on a day-to-day basis for members, and that is the prime motivation for your elected representatives and Federation employees: to place our advice and expertise at the service of resident doctors. Sometimes, solutions to a problem or dispute take longer than a year of residency, or even than an entire residency. But we never quit, and Federation staff members ensure longitudinal follow-up on longer-term issues, since members' time with the Federation is by definition limited. For instance, the FMRQ and its successive representatives lobbied for four years for the abolition of the MCCQE Part II before they were successful, and we have already been working since 2016 to defend members' rights and raise awareness of the difficulties generated by the implementation of CBD. It is in that type of in-depth file that the complementary teamwork of elected members and Federation permanent staff may best be seen. But, as our President writes, this is possible primarily as a result of your commitment as members and the engagement of some of your number as delegates or representatives of your association or the Federation. So don't hesitate, the organization's main raison d'être is to serve you.

If you have a question, encounter difficulties, or would like advice concerning a particular situation, do feel free to get in touch with us. If we are unable to give you the assistance you seek, we will guide you toward the appropriate resources to help you. The Federation exists because and on behalf of resident doctors. We are at your service.



Me Patrice Savignac Dufour
Executive Director

I.

POLITICAL BODIES

The political structure of the *Fédération des médecins résidents du Québec* has three levels: Board of Directors, Executive Committee, and Delegates' Assembly. The Board consists of 10 directors with specific functions, as well as the Executive Director of the Federation. Board members ensure follow-up on the different issues in all sectors of activity inherent in residency. They approve the annual budget, and ensure the sound financial management of the Federation. They are supported in this work by the Executive Committee, which follows up on matters between Board meetings, with the Executive Director and through the delegates, who carry out duties on the Federation's different sectoral committees.

Over the past two years, Board members and delegates have continued their work in spite of the pandemic and public health restrictions, as may be seen from the detailed reports on issues presented in this *Bulletin*.



Board of Directors, left to right:

(front row) Dr Amélie Deschamps, Director, Union Affairs; Dr Gabriel Lavoie, Director from AMRM; Dr Florence Côté, Director from AMReQ; Dr Jessica Ruel-Laliberté, FMRQ President; Dr Sarah Daigle, Director, Academic Affairs - Specialties; Dr Alex Vignola, Vice-President, Director, Health and Wellness, and Physician Resources; **(back row)** Dr Sanela Music, Director from ARM; Dr Maxim Bastarache, Director, Academic Affairs and Physician Resources - Family Medicine; Patrice Savignac Dufour, Executive Director; Dr Eric Guimond, Secretary-Treasurer; Dr Maxime Morin-Lavoie, Director from AMReS.

2.

SECTORAL ACTIVITIES

HEALTH AND WELLNESS

Members' physical and psychological health: a priority for the FMRQ

Our members' physical and psychological health is a priority at the FMRQ. Indeed, that is why, some 20 years ago, the Federation set up a sectoral committee responsible for that issue. In these times of ongoing pandemic with its multitude of additional demands with respect to your clinical activities and learning related to your specialty, the FMRQ has not only maintained its basic services, but has also added new tools to support you. Numerous concrete steps have been taken by FMRQ staff, in conjunction with the members of the Resident Wellness Committee (CBER), who gather information from their colleagues and put forward different paths for assisting members. CBER members also evaluate submissions for the Excelsior Awards each year, for projects or activities put in place by members to foster residents' wellness and the quality of their postgraduate education.

Presentations to clinical teaching staff

In 2018-2019, the FMRQ introduced a new round of presentations to teaching physicians to raise their awareness of members' conditions in training sites and establish dialogue with them, so as to identify the challenges faced by resident doctors during their training and develop tangible solutions to meet them. The presentations aimed at raising members' awareness of these issues are given in different forms today, through messages or publications. Obviously, the FMRQ is still there to receive requests from residents looking for guidance or referrals to organizations that can provide them with assistance.

Local health and wellness initiatives

Last year, CBER members contributed to promoting the local initiatives program set up by the FMRQ to help resident doctors working in the different care settings across Quebec in an extremely difficult context of pandemic and

isolation. Gifts (jackets, back packs, gift cards) and reimbursements were also offered periodically to remind members that their contribution to accessible care is recognized and valued.

Excelsior Awards



Initiated in 2013, the Excelsior Awards pay tribute to projects carried out by resident doctors to enhance their workplaces or foster access to medical services in their communities. Submissions are evaluated against the following criteria: original, innovative nature of the project; candidate's level of involvement and/or leadership; project's contribution to advancing the medical profession, resident doctors, targeted community, or quality of postgraduate education; project's impact on resident physicians' health and wellness, and on the medical profession and the community; and whether the individuals submitting projects represent role models in their training sites. A cheque for \$2,500 is given to award recipients—one for each of the four affiliated associations, and a fifth for family medicine residents. The award may be split among members of a team responsible for a winning project.

SECTORAL ACTIVITIES

PRIX EXCELSIOR

Excelsior Awards – 2021 recipients

Five individuals or groups were honoured for their involvement in their training sites or communities on Resident Doctor Day, May 21, 2021. One Excelsior Award was set aside for family medicine, and the others were for one or more representatives of each of the four faculties. The five individual or group recipients received a \$2,500 bursary, along with a certificate.

Hearty congratulations to the recipients!



Dr Antoine Mercier-Linteau, R1, Laval University, family medicine award, developed and set up *Wikimedica*, to facilitate sharing and dissemination of tools for the study of medicine.



Dr David D'Arienzo, R2 in Pediatrics, Laval University, set up pediatric clinics in schools in underprivileged neighbourhoods.



Dr Ariane McDuff and Dr Véronique Riou, R5s in Psychiatry at the University of Sherbrooke, developed a training program comprising workshops for their colleagues, to integrate basic and advanced techniques and theory concerning electroconvulsive therapy (ECT). They implemented this approach after observing some of their fellow residents' reluctance to prescribe or administer ECT, which is nevertheless a procedure of choice in several severe mental disorders.

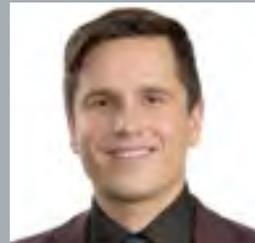


Drs Minh Thi Nguyen, Christophe Tra, Julian-Khôi-Huu Nguyen, and Pascal Chavannes, R5s in Psychiatry at the University of Montreal, decided to move their department forward by taking concrete steps to detect, understand, and ban the forms of systemic racism found at different levels in our training sites.



Dr Reda Bensaidane, R4 in Neurology, Laval University, set up the *Connexions critiques* project, to equip CHU de Québec Intensive Care units with electronic tablets, to enable video communication between care teams and patients' families, during the pandemic.

RESIDENT WELLNESS POLITICAL SECTORAL COMMITTEE (CBER)



Dr Alex Vignola, Vice-President FMRQ responsible for Resident Wellness Sector and CBER



Dr Ismahane Gheri, VP, AMRM



Dr Zoya Chaudhry, VP, ARM



Dr Isabelle Tardif, VP, AMReQ



Dr Fannie Nadeau, VP, AMReS

Sylvain Schetagne, Director, responsible for co ordinating the sector and the CBER's work (FMRQ)

SECTORAL ACTIVITIES

Other sectoral activities



Quebec Physicians' Health Program (QPHP)

Since the QPHP was created, the FMRQ has had a seat on its Board of Directors. The Federation contributes to the Program financially on an annual basis, and to its activities, including the Medical Federation Golf Tournament. The QPHP offers a fully confidential consultation service, without charge, to those encountering difficulties during their training and in practice. The service is aimed at all practising physicians, resident doctors, and medical students.

Headspace



Since last year, the FMRQ has provided its members with a free subscription, valid until March 2023, to the Headspace mobile app, an online service offering 100 or so relaxation and meditation programs, to help them rediscover restorative sleep, music, and other tips, to enhance their health and wellness. This service has been offered in an attempt to offset somewhat the negative impact of the pandemic.

Group insurance

All Federation members enjoy health, life, and salary insurance coverage through our partner **Beneva** (formerly La Capitale, which merged last year with SSQ). This insurance is co-ordinated with the relevant provisions of the collective agreement.

Psychological support program

Available 24/7, the psychological support service for resident doctors offers up to six hours' consultation, in complete confidentiality. For difficulties at work, personal, family, marital, or dependency problems, you will have access to a team of psychologists, social workers, guidance counsellors, psychoeducators, and sexologists. To access the service, visit the FMRQ's mobile app.

UNION AFFAIRS

Resident doctors' work and living conditions

The Federation's activities with respect to work conditions go far beyond merely negotiating collective agreements every five or six years. The challenge begins after the negotiations, when the new (and existing) work conditions have to be conveyed to training sites and complied with. All resident doctors are entitled to have their rights respected, and that is where the FMRQ can take action, in conjunction with the individuals concerned. Follow-up on work in this sector of activity is provided by the Federation's Coordinator, Union Affairs.

Collective agreement compliance



Compliance with the conditions agreed upon with the Ministry of Health and Social Services (MSSS) is a priority for the FMRQ. The Union Affairs sector works daily to ensure compliance with its members' rights. All aspects are covered: call schedules, reimbursement of travel expenses and the cost of certain training, study leave and release for conferences, other parenthood-related leave and conditions, malpractice insurance, and more.

Continuous improvement of work conditions

While improvement of members' work conditions largely occurs through negotiations for renewal of our collective agreement, it also depends on measures put forward outside the negotiating period, following lobbying by the FMRQ of the university, faculty, or hospital authorities concerned.

Combatting bullying and intimidation

The FMRQ continues to work to eliminate all forms of discrimination and intimidation in resident doctors' training and clinical work sites. Despite that, personal stories from residents who are victims of harassment and discrimination continue to reach us, year after year. You do not have to accept such situations. You have rights, and we are there to assist you when necessary.

Drafting of detailed demands for renewal of our collective agreement

The Federation is currently working on finalizing the detailed demands that will be tabled for renewal of the FMRQ-MSSS collective agreement that expired on March 31, 2021. Since the start of the pandemic, the Federation has doubled, indeed tripled its efforts to ensure that your rights are complied with and that your work conditions are in line with your past and ongoing contribution to patient care. Note that resident doctors' current work conditions remain in effect until the new agreement is signed. Retroactivity with respect to monetary clauses will be applied after the signing, according to the terms agreed upon.

SECTORAL ACTIVITIES

UNION AFFAIRS COMMITTEE – SECTORAL POLICY COMMITTEE



Dr Amélie Deschamps, Director responsible for Union Affairs and CAS



Dr Ségolène Chagnon-Monarque, VP, AMRM



Dr Olivier Vaillancourt, VP, ARM



Dr Juliette Lemieux-Forget, VP, AMReQ



Dr Heithem Joobar, VP, AMReS

Marie-Anik Laplante, Co-ordinator, Union Affairs (FMRQ)

Other sectoral activities

Accompaniment in event of complaints

The FMRQ's mission also involves accompanying those who are the subject of complaints from their establishment's medical examiner or the *Collège des médecins du Québec*.

In fact, when members get in touch with the FMRQ on any union-related matter, the service is completely confidential, and free of charge. Members can thus benefit from advice, and an action plan will be agreed upon when needed. Members can email us at affaires.syndicales@fmrq.qc.ca.

ACADEMIC AFFAIRS

Postgraduate education – constantly evolving

Owing to resident doctors' dual status as salaried professionals delivering care and postgraduate learners, and to the importance of ensuring the quality of the training provided for the upcoming generation of doctors, the FMRQ is very actively involved in academic matters, in both family medicine and other specialties.

Close links with the medical and academic community

Throughout the year, resident doctors and Federation staff members take an active part in the work of different committees of Quebec and Canadian organizations, to put forward the position of the upcoming generation of physicians when changes are proposed. All this advocacy is co-ordinated by the FMRQ, in conjunction with the residents taking part in such activities.

Some permanent and one-off issues

Certification exams

The holding of certification exams, in both family medicine and other specialties, has followed a rather turbulent path since the start of the pandemic. IT failures, keyboard or translation problems, information provided at the last minute—in short, that is why the FMRQ follows this question very closely each year, and even more so in the past two years.

Accreditation of postgraduate education sites and programs

The postgraduate education programs and training sites of each university across Canada are now surveyed every eight years, rather than every six years as used to be the case. In Quebec, the *Collège des médecins du Québec* (CMQ) is legally responsible for accreditation, but for the past dozen years or so, the CMQ has shared this responsibility with the College of Family Physicians of Canada (CFPC) and Royal College of Physicians and Surgeons of Canada (RCPSC), which conduct these surveys, with the active participation of surveyor resident doctors representing the FMRQ. These accreditation surveys seek to identify strengths and challenges to be met to improve the different programs. To foster a better understanding of the situation in the targeted training sites, the Federation conducts a confidential poll of residents in the faculty concerned a few months before the regular survey, in order to identify these challenges and foster discussion between the surveyor doctors and resident physicians, with the ultimate goal of drawing up a tangible profile of the situations to be improved and also, where appropriate, to share success stories. The FMRQ takes part, too, notably through residents belonging to CAP-MF or CAP-S, in internal and external surveys carried out between regular accreditation surveys.

SECTORAL ACTIVITIES

Recognition of EM3 by the Royal College – proposal rejected

Over the past few years, the FMRQ has intervened in different matters, including the RCPSC's Practice Eligibility Route (PER). The Royal College wanted to enable family doctors certified in Emergency Medicine (EM3s) by the College of Family Physicians of Canada (CFPC) to register for the five-year Emergency Medicine specialty certification exam after five years of practice and an in-depth analysis of their practice during that time. The FMRQ spoke out against this proposal, as did the CFPC, Quebec Association of Specialists in Emergency Medicine (ASMUQ), Quebec Association of Emergency Physicians (AMUQ), and several other bodies. In the past few months, we were informed that our voices had been heard and that the project would not be going ahead, at least in the short term.

FAMILY MEDICINE

FMRQ's sustained presence on external committees

Participation by FMRQ representatives on various external committees allows us to follow the different issues under review and conduct timely lobbying to have changes amended or approved. It is absolutely essential for the Federation to be on all committees and bodies where the future of postgraduate education in family medicine is discussed, particularly since such issues are often debated on several bodies at once. The FMRQ therefore sits on committees of the *Fédération des médecins omnipraticiens du Québec* (FMOQ), College of Family Physicians of Canada (CFPC), Medical Council of Canada (MCC), and *Collège des médecins du Québec* (CMQ).

FMU Tour

Owing to the very broad geographical distribution of resident doctors in family medicine, the FMRQ has set up an FMU Tour. The Federation's Co-ordinator, Family Medicine and representatives of the Academic Affairs Committee – Family Medicine (CAP-MF) take part in these informal meetings with university family medicine group (UFMG) members, to discuss issues specific to them and provide them with information and tools for improving certain situations. The FMRQ intends to meet with members of half of all UFMGs each year, on an alternating basis. In the meantime, the Co-ordinator and the members of CAP-MF stand available to meet members' needs. Unfortunately, the pandemic has had the effect of slowing, indeed completely stopping the Tour since March 2020. But the Tour will be resuming in the coming months.

Collaboration with FMOQ: mentoring and young family physicians

For several years now, the FMRQ has had a seat on the FMOQ Mentoring Committee, the only body offering mentoring to resident doctors, and the FMOQ's Young Family Physicians Committee. The latter seeks to enhance the first years of family medicine practice. Our participation in the work of these two committees enables us to contribute to decisions that will affect terminating residents during and after their residency.

Some current issues

CFPC proposal to extend FM training

Periodically, the College of Family Physicians of Canada (CFPC) comes back with a proposal to institute a mandatory third year of postgraduate education in family medicine. This proposal had been rejected several years ago. The FMRQ had spoken out against the proposal, and now there was the CFPC, bringing up the question again two years ago by setting up an Outcomes of Training Project. Unfortunately, the CFPC excluded resident doctors from that committee's discussions. We therefore consulted members in family medicine, and staff physicians, and drafted a report setting out our findings. The FMRQ had already spoken out 10 years or so ago against adding a mandatory third year in family medicine, maintaining that postgraduate education was absolutely adapted to practice, in Quebec at least, and that, moreover, physicians trained in Quebec could already, if they wished, extend their training by a few months, or a year, to consolidate certain knowledge and technical skills in such fields as Obstetrics, Palliative Care, Intensive Care, Emergency, and so on. The Federation sent its *Report on the reassessment of family medicine residency* in fall 2020 to the CFPC and CMQ. To date, the CFPC has not presented any cogent argument in support of its proposal, which aims to add general training content with no real added value. No official decision has yet been made in this matter, but we are continuing our lobbying, notably of the MSSS, to ensure that family medicine training is not extended simply to satisfy the Canada-wide college's policy agenda that is out of touch with the real needs of patients in Quebec.

Updated CaRMS calendar for obtaining an EM3 position

In Quebec, the confirmation of additional training positions largely takes place after positions (PREMs) have been assigned to terminating residents. This situation means the individuals concerned hesitate to confirm a PREM while they are still awaiting confirmation of their EM3. Also, this can lead to awkward situations in interviews, where applicants have to convince the selection committee of their interest in the PREM, even if they do not know whether they will be able to accept it, depending on whether or not their application for additional training is granted. The FMRQ is actively working to have this calendar changed by bringing forward the confirmation date for additional training, to preclude resident doctors having to withdraw from a PREM if their residency position in Emergency Medicine is confirmed.

Participation in Student Symposium on Family Medicine

Every year, the FMRQ plays an active role in the Student Symposium on Family Medicine, with a view to continuing its efforts to raise interest in family medicine and inform participants about what awaits them in residency and practice.

SECTORAL ACTIVITIES

ACADEMIC AFFAIRS COMMITTEE – FAMILY MEDICINE (CAP-MF)



Dr Maxim Bastarache, Director responsible for Academic Affairs – Family Medicine and CAP-MF



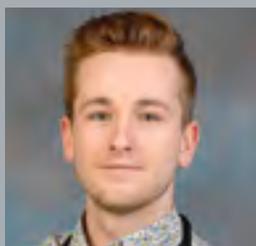
Dr Shania Gastineau, VP, ARM



Dr Gabrielle Bergeron, VP, AMReQ



Dr Anne-Sophie Thibault, Dep. VP, AMReQ



Dr J r my Pelletier, VP, AMReS



Dr Beno t Chartrand, Dep. VP, AMReS

Dr Jian Feng Sun, v.p., (AMRM)

Dr Maxime St-Onge, ass. v.p. (AMRM)

Genevi ve Coiteux, Co ordinator, Academic Affairs and Physician Resources – Family Medicine (FMRQ)

OTHER SPECIALTIES

Participation in work of more than 50 external committees

FMRQ representatives regularly participate in meetings of numerous Quebec and Canada-wide committees and bodies involved in postgraduate medical education. The issues discussed vary greatly from one committee to another, ranging from the introduction of new disciplines, to the review of recognized disciplines or questions concerning teaching or assessment of medical education. It often takes several years of discussion for the matters dealt with on these committees to be wrapped up.

Active participation in international conferences – CCME and ICRE

The FMRQ takes part each year in the Canadian Conference on Medical Education (CCME) and the International Conference on Residency Education (ICRE). The Federation is also represented on the Learner Forum, held during the CCME, and most often the FMRQ President presents the Federation's position on different pedagogical issues, including resident doctors' health and wellness and, of course, Competence by Design (CBD).

SECTORAL ACTIVITIES

ACADEMIC AFFAIRS COMMITTEE – (NON-FM) SPECIALTIES (CAP-S)



Dr Sarah Daigle, Director responsible for Academic Affairs – Specialties and CAP-S



Dr Kevin Haddad, VP, AMRM



Dr Bouchra Tannir, Dep. VP, AMRM



Dr Mina Farag, VP, ARM



Dr Aisin Ibrahim, Dep. VP, ARM



Dr Dounia Rouabhia, VP, AMReQ



Dr Frédérique Fortin, Dep. VP, AMReQ



Dr Kenza Achtoutal, VP, AMReS



Dr Benjamin Poirier-Mailhot, VP CBD, AMReS

Jocelyne Carrier, Co-ordinator, Academic Affairs – Specialties (FMRQ)

Other sectoral activities

Collaboration with RDoC and Royal College

Over the years, the FMRQ has maintained close links with Resident Doctors of Canada (RDoC), which represents residents in the rest of Canada, and the Royal College. Regular meetings among the three groups are an opportunity to put forward Quebec resident physicians' positions on various issues. This helps influence the outcome of certain RCPSC proposals in the academic domain.

Competence by Design (CBD)

Since July 2017, the Royal College has been implementing CBD in a growing number of residency programs. From the outset, deployment of this new pedagogical approach has very clearly led to significant changes in how things are done, but without generating the pedagogical benefits initially promised, while adding administrative responsibilities to be borne by learners (see the FMRQ's numerous policy reports on implementation of CBD, published each year since 2018 and available on our website).

While the majority of training programs are now under CBD and the first cohorts (2017-2018 in Anesthesiology and ENT/HNS) will be completing their residency in June 2022, the FMRQ still notes major defects in this pedagogical approach that has no proven track record, unlike the existing learning system which the RCPSC wants to replace with its original "CBD" method. After the polls and discussion groups conducted by the Federation each year since 2018, several observations remain unchanged, and some situations have even worsened. The FMRQ continues to lobby medical stakeholders in this regard, so that members' interest prevails and the quality of their training takes precedence, for resident doctors to cease being guinea pigs for pedagogical experiments conducted by the promoters of CBD. A report on the findings of our surveys and individual interviews concerning Year 5 and the experience of the first member cohort who began and will have completed their residency under CBD will be produced by the end of the current year.

SECTORAL ACTIVITIES

ePortfolio and data sharing

In the wake of implementation of CBD, the faculties set up platforms to gather information concerning entrustable professional activities (EPAs), milestones, and observations. Some faculties had adopted the Royal College's ePortfolio, but that platform is shortly to be shut down, so some now have to choose a new one. This issue led to much debate at and lobbying from the FMRQ, particularly to ensure the protection of members' personal information and privacy, a struggle we will continue to wage since while those data on your university progress belong to your faculty, they are ultimately yours. Quite recently, as we feared since 2017, the RCPSC asked the medical faculties for access to data on our members' progress under CBD, a request to which we strongly objected. We pointed out that issues of the fundamental right to protection of privacy and personal information were involved, as well as legal issues of university governance and jurisdiction, since the Royal College should in no way be responsible for the teaching and evaluation of resident doctors, both being the exclusive domain of the medical faculties. So the RCPSC should have no access whatsoever to members' evaluation data or completed EPAs – even in redacted form – beyond its role of ensuring the quality of training in the context of program accreditation every eight years.

PHYSICIAN RESOURCES / PEMs AND PREMs

For a smooth transition from residency to practice

Physician resource planning and distribution in Quebec is an extremely complex process, based on 10-20-year projections, in a context of mass retirements anticipated in the next few years and growing needs within the healthcare system. The FMRQ is very involved in these questions, sitting in particular on the Standing Advisory Panel on Physician Resource Planning in Quebec, and the Panel's Monitoring Committee. It also sits on the Physician Resource Management Committee – General Practice (COGEM), bringing together the FMOQ and MSSS, and the Physician Resource Management Committee – Specialties (COGEMS), bringing together representatives of the FMSQ and MSSS. Our participation in these meetings is intended to ensure that doctors trained in Quebec can find positions here, fostering transparency and greater flexibility in the distribution of positions. As well as acting on these committees to put forward the viewpoint of the upcoming generation of doctors, the FMRQ offers personalized service to individuals seeking specific information in connection with their steps to obtain a position or an additional training or fellowship position.

PEMs in non-FM specialties

The search for a position in Quebec in specialties other than family medicine is based on a five-year plan taking into account attrition (retirements, deaths, etc.), number of resident doctors per cohort, and, of course, needs expressed by the different care sites. The FMRQ takes part in the work to draw up the five-year physician resource plan. The latest, current plan covers 2021-2025. The Federation maintains a constant watch in relation to the authorities concerned, particularly the Ministry of Health and Social Services (MSSS), to ensure that the current rules are complied with and stakeholders show transparency throughout this process. We also maintain a constant watch on selected teaching doctors and clinicians on restrictive permits, and on physicians hosted under the Mutual Recognition Arrangement between Quebec and France. Our goal is to ensure that anyone trained in Quebec who wishes to practise here after their residency or further training can find a position here.

Presentation Tour on PEMs in non-FM specialties

The members of the FMRQ's Physician Resource Planning Committee (CPEM) make presentations on the process of obtaining a position in the different programs in the four faculties. The presentations are aimed at taking the mystery out of the process, informing resident doctors about the positions available in their specialty, the rules to be followed to obtain such a position, and the steps to be taken to obtain an additional training position in Quebec or a fellowship elsewhere. Some 60 programs ask for these presentations each year.

Additional training in Quebec and fellowships elsewhere

Performing additional training in Quebec or a fellowship elsewhere is a requirement of the universities on which university sites in Quebec depend. It is also possible for non-university establishments to require additional training, in line with their specific needs. Certain requirements have to be met to obtain additional training in Quebec, with resident doctor status and compensation from the Quebec health insurance board (RAMQ), and such training positions are limited in number. Moreover, fellowships performed outside Quebec do not meet the same criteria, but present a financial challenge. The FMRQ offers personalized service to members to guide them through this procedure. Simply email pem-sp@fmrq.qc.ca.

SECTORAL ACTIVITIES

PHYSICIAN RESOURCE PLANNING COMMITTEE (CPEM)



Dr Alex Vignola, Vice-President
FMRQ responsible for Physician
Resources Planning and
Distribution and CPEM



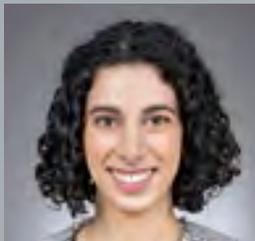
Dr Karla Samman, VP, AMRM



Dr Suzanne Kazandjian, VP, ARM



Dr Guillaume Dumais-Lévesque,
VP, AMReQ



Dr Darya Seyed-Jalaledin, VP,
AMReS

Johanne Carrier, Director,
responsible for co ordinating the
sector and the work of the CPEM
(FMRQ)

Accompaniment of members in non-FM specialties for obtaining a PEM

The search for a position is a lengthy, tricky process, especially in specialties where physician resource levels are almost completely saturated. As well as the *Guide to Practice* that the FMRQ publishes each year in early fall, and the information posted on the website, in *Info FMRQ*, and via the mobile app, the Federation offers personalized service to those feeling the need for it. Whatever your questions about your start of practice may be, feel free to get in touch with the FMRQ by emailing pem-sp@fmrq.qc.ca.

Positions in family medicine

Symposium on PREMs in FM

To guide members in their search for a position, the FMRQ organizes a Symposium on PREMs in Family Medicine, held each year in the spring. This event is intended to inform members, R1s in particular, of the process for obtaining a position, but also to give them the opportunity to talk with representatives of the various regional departments of general medicine (DRMGs) from all Quebec regions about their family medicine needs.

Accompaniment of members for obtaining a PREM or PEM

In addition to the information posted on our website, the FMRQ offers confidential, personalized service to anyone seeking a position in Quebec. The site contains a list of available positions (posted early in the fall), regional departments of general medicine (DRMGs), local service networks (RLSs), and facilities in Quebec, along with contact information for directors of professional services. If you have questions, or encounter difficulties, feel free to email the Federation at prem-mf@fmrq.qc.ca.

3.

OTHER SECTORS OF ACTIVITY

PUBLIC AFFAIRS, COMMUNICATIONS AND SOCIAL MEDIA

Communicating today may seem easier because of the vast range of technological means available. But actually this also generates significant challenges for any organization wishing to reach target audiences, such as our members, or the general public. Strategic choices have to be made in selecting the platforms and means of communication to be preferred. The FMRQ communicates with its members via a mobile app that is exclusive to them, and by email, as required. A website and a Facebook page are two other communication platforms used more for information to members and a broader public. Moreover, our website is being completely revamped this year, and the launch of a brand new site is scheduled for later in 2022. The Federation chooses the means of communication or platform to be used depending on the information content to be conveyed, the target audience, and sometimes the strategic sensitivity of certain information.

Public Affairs and lobbying

The FMRQ's Public Affairs sector more specifically represents the work of public communication and lobbying to defend members' rights and interests. This may be done through public communications in province-wide matters, such as improving management of the healthcare system and public access to healthcare services, physician resource planning and distribution in Quebec in all specialties, or more narrowly targeted topics. But this also supposes a great deal of political lobbying of our different partners. Government relations are part of this, too, such as when the FMRQ intervenes publicly with respect to draft legislation. In that case we can contact members of the National Assembly directly, or choose to address the media, who can afford us a unique showcase for making known the position of the upcoming generation of doctors on different topical issues. Over the past few years, we have thus been able to disseminate position statements, for instance, on the impact of greater integration of specialized nurse practitioners in our training sites, and the negative impact of discriminatory questions to our members in hiring

interviews for positions in practice (including illegal questions as to whether or not they planned to have children). Also, in 2020, we were successful in demanding the abolition of the MCCQE Part II, an irrelevant certification exam that no longer appeared to do more than allow the Medical Council of Canada to acquire funding at our members' expense. The success of our lobbying lies of course in drawing up comprehensive positions, based on our members' actual situations, that are presented in a strategic and timely manner. This supposes a constant watch on topical matters, and ongoing monitoring of our political issues, to ensure that resident doctors' voices are heard and taken into consideration.

Member communications

Providing our members with accurate information is a major challenge, in view of the little time available to resident doctors, the reality of atypical schedules during residency, and the high membership turnover, where each year 1,000 members (25% of membership) leave us for autonomous practice, and another 1,000 join our ranks. Targeted emails remain the most systematic method for reaching members, and email is often the only way of making the initial contact for Association and Federation membership, and offering the use of the FMRQ's exclusive mobile app. Our website and Facebook page enable us to reach some members. Specific publications are also used to bring together information content built around specific topics, or are intended for certain categories of members, such as our delegates. The *Bulletin*, published three times a year, takes the form of a magazine for members, and each issue is generally built around a central theme; *INFO FMRQ* is a periodical electronic newsletter that generally summarizes specific topics relating to residency and the Federation's political activities; *FMRQ Express* is a newsletter aimed at informing members on a timely, ad-hoc basis about one or two topical matters; and *INFO Delegates* is intended to inform members' representatives on the FMRQ's affiliated associations about evolving political issues.

OTHER SECTORS OF ACTIVITY

Social media

Depending on the nature of the information content to be conveyed, the Federation uses electronic platforms, generally including our website, Facebook page, or the mobile app exclusive to members, which was launched in 2019 and is in continuous development. The website and mobile app provide the FMRQ with greater autonomy on the technological front, as well as enhanced protection of information.

Johanne Carrier, Director, Public Affairs and Communications, and Marie-Ève Breton-Soutière, Manager of Information Technology and Human Resources, are responsible for this sector.

LEGAL AFFAIRS

The Legal Affairs sector, headed by and reporting directly to the Executive Director, is at the service of members in matters where legal action is deemed necessary. Specific mandates are given to our external counsel when members' rights and the principles embedded in our collective agreement are violated, to support us with respect to pedagogical issues, for situations of bullying or discrimination during residency, and to accompany members who are the subject of complaints to the *Collège des médecins du Québec*. Protection of resident doctors' personal information is an ongoing issue, particularly in connection with data sharing, which is increasingly sought by different stakeholders in the university and medical system.

The FMRQ's legal services are provided on a second-level basis, after the need for such services has been assessed. Often, the expertise of the front-line sectoral co-ordinators is sufficient to meet the needs. But, depending on the complexity of the issues, the level of urgency, and the need for representation by an attorney, the Executive Director may decide to mandate external counsel to provide representation in cases or to seek outside legal opinions.

RESEARCH AND SOCIO-POLITICAL ACTION

The FMRQ is faced with numerous issues on the Quebec and Canada-wide scene for which it is crucial to draw up the most accurate profile possible of the situations experienced by members and of their positions with regard to changes, particularly with respect to academic matters.

Surveys



In this regard, in the past few years we have sought members' views on the addition of a mandatory third year of postgraduate education in family medicine, and the impact of the deployment of Competence by Design (CBD) in more than 41 programs since 2017 in specialties other than family medicine. The quality of postgraduate education and issues associated with seeking a position and setting up in practice are also core concerns of ours.

Members' health and wellness are a priority issue and, over the years, the Federation has set up a department responsible for conducting surveys concerning topical issues, to give us the most representative profile possible with respect to bullying in training sites, stress and psychological distress, parenthood during residency, burnout, discrimination, and more besides. These polls allow us to take positions on certain issues, whether in relation to the medical faculties, the *Collège des médecins du Québec* and other Canadian colleges, hospitals, and the Ministry of Health and Social Services, improve members' learning conditions, and adapt our services to resident doctors' needs.

Grant Program for Research Projects - up to \$10,000 per project



For the past 10 years or so, the FMRQ has offered members the opportunity to fund their research projects on postgraduate medical education through its Grant Program. A budget of \$50,000 per year is set aside for this program, with the maximum grant per project standing at \$10,000. Members apply by submitting a research project, which is evaluated by independent researchers. And, whether the project is accepted or not, participants each receive a detailed analysis of their research project designed to help them enhance their research knowledge. In 2021, the FMRQ produced a video which it sent out to applicants to support them in the process, in order to maximize their chances of receiving grants. The video is available on the Federation website during the application period.

OTHER SECTORS OF ACTIVITY

The FMRQ's research grant program is managed in-house by the Director, Research and Socio-political Action, Sylvain Schetagne, with follow-up by a committee of the Federation Board comprising Dr Éric Guimond, FMRQ Secretary-Treasurer, and Dr Amélie Deschamps, Director responsible for Union Affairs.

Grant applications are dealt with independently by a committee of outside experts consisting of two staff physicians and one resident doctor with research expertise.

Without being in difficulty, you may still have questions concerning your university career. Once again, we are there to answer you, and pilot you through the process, whether for preparing for meetings with your program director, applying to change programs, or returning to residency following sick leave.

Stéphanie Chevance is Co-ordinator, Assistance for University Affairs. She can analyse your file and advise you at every step in your residency. Should legal action be necessary, Marie-Anik Laplante, Co-ordinator, Union Affairs, can also be involved. The aim is for you to benefit from our knowledge and experience in these areas so we can provide you with advice tailored to your situation. When necessary, email us at affaires.universitaires@fmrq.qc.ca.

ASSISTANCE FOR UNIVERSITY AFFAIRS

Residency is an extremely demanding time, both personally and professionally. In that regard, no one is immune to the pitfalls that can arise on this pedagogical and clinical journey. For more than 30 years, the FMRQ has provided fully confidential personalized coaching services for resident physicians experiencing difficulties.



THE FMRQ MOBILE APP, A MUST!



4.

FEDERATION-WIDE EVENTS

From the outset, the FMRQ has put on several events to keep resident doctors informed in its different areas of activity. A number of them that have been running for more than 20 years, such as R1 Welcoming Day and Career Day, paved the way in the past few years for the yearly Family Medicine Conference, Resident Doctor Day, and the Symposium on PREMs in FM.

R1 WELCOMING DAY



In July each year, the Federation invites R1s to an evening of information and relaxation. Unfortunately, the pandemic has forced us to suspend this event for the past two years. Obviously, we want to bring it back as soon as possible. This event is an opportunity for physicians at the beginning of residency to find out about the different aspects of postgraduate education, and the services of all kinds provided by the Federation.

RESIDENT DOCTOR DAY

Originally run to provide a forum for discussion and information on questions of members' health and wellness, Resident Doctor Day switched a few years ago to dealing also with various themes of interest, such as stress management and burnout prevention (2018), management of personal finances (2019), and balancing residency and personal life (2021).

This Day is a special forum for yearly updates on topics specific to resident physicians, and for socializing with colleagues. This event is free of charge for members, who are released to attend it, with no penalty with respect to the validity of their rotations following an agreement reached on our initiative with the Quebec Conference of Associate Deans for Postgraduate Medical Education.

FMRQ CAREER DAY



The FMRQ's Career Day was first held in 1996. While two events – Quebec Career Day and Outside Quebec Career Day – used to be staged, in October and February each year, both are now combined in a single activity, held in the fall. This event is an opportunity for resident doctors to meet with representatives of healthcare establishments from Quebec and beyond, to learn about their needs and the positions and benefits they have to offer. The FMRQ organizes the Day, inviting healthcare establishments and facilities to attend. This medical employment fair is usually preceded by a General Assembly meeting, where participants can update their knowledge concerning the process for obtaining a position.

FEDERATION-WIDE EVENTS

SYMPOSIUM ON PREMS IN FM



With a view to guiding its members in their transition to the practice of family medicine, and in view of the numerous complex rules that change from year to year, the FMRQ has set up a Symposium on PREMs in FM, held in the spring. This event is intended to inform R1s of the ins and outs of seeking a position and foster meetings with representatives of regional departments of general medicine (DRMGs). It helps clarify needs and the type of practice expected by the different practice sites.

FAMILY MEDICINE CONFERENCE

Congrès DE MÉDECINE FAMILIALE 2021

For more than 10 years, the FMRQ has afforded its family medicine members the opportunity to enhance their knowledge concerning practice through talks given by experts. The Conference is a key event of the year. Unfortunately, for the past two years the activity could not be held in Mexico, owing to pandemic-related public health restrictions, but it was staged virtually, with excellent participation levels. This year, some 450 resident doctors took part, and we are already working on the next edition.

THOSE RESPONSIBLE FOR EVENTS

Sylvain Schetagne, Director, Research and Socio-political Action

Geneviève Coiteux, Co-ordinator – Family Medicine

Vicki Portelance, Assistant

5.

RELATED SERVICES

ADMINISTRATIVE AND FINANCIAL MANAGEMENT

The Federation's routine business requires day-to-day administrative and financial management, which is central to the mandate of the office of the Executive Director. Planning, preparation, and follow-up with regard to meetings of the FMRQ's political bodies and financial management are carried out with the invaluable contribution of Vicki Portelance, Senior Executive Assistant. She is supported by Djenimory Keita with respect to accounting.

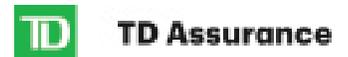
More generally, the Budget Committee, reporting to the Board of Directors, supports the Secretary-Treasurer, Dr Éric Guimond, and the Executive Director in producing the Federation's budget and monitoring its finances.

The Federation's permanent staff also assist the affiliated associations with their financial management.

Several outside firms support the office of the Executive Director with respect to administrative matters, in particular for IT, other technology, office automation, and external audit of FMRQ finances.

OUR FINANCIAL PARTNERS

Partners include **TD Insurance** and **Sogemec Assurances** for personal insurance, **Desjardins** and **RBC** for banking packages, and **Fonds FMOQ** and **fdp** for financial services. The services and benefits offered by these partners are described on the FMRQ [website](#), and in the advertisements in this *Bulletin*.



OTHER MEMBER SERVICES

Over the past few years, other benefits have been added, too, notable among them being a discount on access to services from **UpToDate** and **Headspace**.

The Federation also manages **apartments in Montreal** to which resident doctors coming to the region for rotations may have access by writing to logements@fmrq.qc.ca.

6.

SOCIAL RESPONSIBILITY



The FMRQ is an organization that takes its social responsibility seriously, particularly through sustainable development and environmental protection. For more than two years, the Federation has contributed to Quebec bodies involved in the environment, with a view to offsetting its carbon footprint. This dovetails with the FMRQ's desire to do its share in environmental matters and is tied directly to its *Policy for Ecologically and Socially Responsible Action*.

The main elements taken into account in implementation of the *Policy* are:

- Ensure responsible use and acquisition of goods and services
- Reduce water and energy use
- Limit travel and encourage use of public transit
- Ensure sound, effective management of waste materials
- Ensure sound management of food purchases
- Offset carbon footprint
- Provide for sufficient human and financial resources to apply the principles of the *Policy*

FMRQ offsets its carbon emissions

For 2020, the FMRQ offset 164 tonnes of CO₂ emitted in connection with its activities, for a total of \$4,782.07. To do so, it contributed to various organizations, including Carbone boréal for the planting of 603 trees; the Bourse du carbone Scol'ERE carbon exchange, which raises school children's awareness of the fight against climate change; and NatureLab.World (through the purchase of carbon credits), a Quebec initiative, specifically to fund a reforestation project in Mexico (in connection with our Family Medicine Conference, usually held in that country). The Federation continually monitors its carbon footprint so as to reduce emissions and offset the emissions necessary for its activities.

Actions built on policy principles

The FMRQ's actions are guided by its *Statement of Principles and Values*, which notably lays out policy statements concerning respect for collective and individual rights and the fight against all forms of discrimination, including racism.

7.

CONCLUSION

This overview of the different issues or areas in which the Federation is involved is of course incomplete. The FMRQ maintains close links with the other medical federations, the *Collège des médecins du Québec*, and the Ministry of Health and Social Services (MSSS). It is represented on the Board of Directors of the Quebec Physicians' Health Program (QPHP), and the Standing Advisory Committee on Physician Resource Planning in Quebec, among other bodies. The Federation conducts lobbying on a daily basis of the medical faculties, Office of Inter-University Co-operation (*Bureau de coopération interuniversitaire*, or BCI), *Collège des médecins du Québec*, and MSSS, to ensure that members' rights are respected, on both the clinical and academic fronts.

To monitor all these issues, the Federation relies on an experienced team of permanent staff members with specific and diversified expertise, to which are added external resources which provide us with services and advice on an ad-hoc basis, particularly with regard to legal matters, government relations, IT, graphic design, actuarial services, financial audit, and IT and office automation infrastructure.

We trust that this *Bulletin* will have shown you the breadth of the services we offer Quebec's resident doctors, services that have been put in place over the years, in response to situations and to constantly evolving needs.



In line with the principles set out in our [Policy for Socially and Ecologically Responsible Action](#), *Le Bulletin* de la FMRQ is no longer mailed automatically to all members. An electronic version will be accessible at all times via the mobile app and on the website.

If you do not wish to continue receiving *Le Bulletin* by mail, write us at bulletin@fmrq.qc.ca.

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En accord avec les principes de notre **Politique pour une action socialement et écologiquement responsable**, *Le Bulletin* n'est plus envoyé automatiquement à tous les membres par la poste. Une version électronique sera accessible en tout temps dans l'application mobile de la FMRQ et sur notre site web.

Si vous ne souhaitez plus recevoir *Le Bulletin* par la poste, veuillez nous écrire à bulletin@fmrq.qc.ca.

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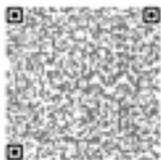
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Un tout nouveau pavillon de santé mentale adjacent à l'Hôpital régional de Saint-Jérôme ouvrira ses portes à l'automne 2022. Un projet d'envergure qui fera de Saint-Jérôme un pôle régional pour les services de psychiatrie et de pédopsychiatrie.



Volet régional

Le Centre de services de Rivière-Rouge, situé dans les Hautes-Laurentides, regroupe plusieurs services dont un volet régional en psychiatrie longue durée qui en fait un milieu de choix.

La pratique en psychiatrie dans les Laurentides

- / Clinique psychiatrique variée et stimulante.
- / Équipe multidisciplinaire impliquée.
- / Consultations à l'urgence, sur les étages et prise en charge hospitalière.
- / Suivi intensif dans le milieu (SIM) et soutien d'intensité variable (SIV).
- / Programme d'interventions pour premier épisode psychotique PIPEP.
- / Clinique externe dans tous nos hôpitaux.
- / Évaluations pour les gardes préventives, gardes en établissement et ordonnances de traitement et audiences du TAQ (Saint-Jérôme et Rivière-Rouge).
- / Volet académique lié à l'Université de Montréal (externes et résidents).

Pour plus d'information, communiquez avec le chef de département de psychiatrie :

stephane.richard-devantoy.med@ssss.gouv.qc.ca

**Centre intégré
de santé
et de services sociaux
des Laurentides**

Québec 

La pratique en région, un choix près de vous.

D^{re} Danielle Godin
Côte-Nord



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Médecin généraliste médecin de famille

Centre médical Cardiogenix, Montréal (Québec)

Le Centre médical Cardiogenix, un établissement médical privé en activité depuis 2006, accepte les candidatures pour un médecin généraliste (médecin de famille).

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- Un ratio de 1:1 personnel de première ligne / soutien administratif - médecin
- Une charge patient limitée par médecin
- Des spécialistes médicaux (cardiologie, dermatologie, endocrinologie, gynécologie, allergie et immunologie, Gastro-entérologie et spécialistes de chirurgie) sur place
- Un milieu collégial et de soutien; travailler aux côtés de médecins de famille expérimentés
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- Être situé au centre de la ville, à proximité de tous les quartiers de Montréal et du centre-ville
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Visitez notre site Web : <https://cardiogenix.com>

Pour postuler, veuillez envoyer votre CV et des références à :

Dr. Ashok Oommen, directeur médical

Courriel: cheryl@cardiogenix.ca