

## Medical Resident Redeployment Program Guidelines

The Ministry of Health (MOH) has announced that they will reinstate the Medical Resident Redeployment Program (MRRP) funding from September 22, 2021 extended to March 31, 2022. The goal of the MRRP is to provide additional funding to support the operational needs of hospitals by paying residents with educational licenses for additional shifts in response to the COVID-19 pandemic and associated operational staffing challenges.

PGME and our stakeholders have engaged in multiple discussions amongst our COVID-19 task force, regional education leaders, PARO, and hospital leadership to develop the following guidelines on what work is eligible, fair, and equitable within the MRRP guidelines. MRRP funding is available from September 22, 2021 extended to March 31, 2022, at a rate of \$50/hour.

Over the holidays, our intent is to not reinstate formal redeployment unless it becomes absolutely necessary. In which case, PGME will email learners and PD's directly asking for volunteers willing to be redeployed at the \$50/hour rate. Details will be distributed in an email over the holiday break should this be necessary.

Program Directors of programs that continue to experience staffing and operational challenges directly or indirectly due to the COVID 19 pandemic can access MRRP funding (adhering to all principles outlined in this document below). Please note that resident assignments **MUST** be over and above the existing duties of the resident's residency training program. It will be the responsibility of the program to communicate the opportunities and processes for their residents.

### **Principles (previously defined)**

1. MRRP funding applies only to those who are **registered as residents** and who are **MOH-funded**.
2. Funding is limited to extra shifts outside of a resident's regular work hours and call schedule.
3. Funding is restricted to working within an Ontario hospital and does not apply to clinical work outside the jurisdiction of a hospital (e.g., private offices).
4. MRRP funding falls outside of the PARO-CAHO Collective Agreement and maximum call frequency and guaranteed post-call days do not apply. Post-call days are important to maintain resident wellness but must be agreed upon by the learner's Program Director and supervisor.

5. Any **volunteer** activity that occurs during weeknights for which a resident would normally have a post-call day under the Collective Agreement and miss regularly scheduled activities must be discussed with, and approved by, the Program Director.
6. Residents cannot claim a call stipend when the MRRP funding pays for extra shifts.
7. Amongst the resident groups, there are different licenses and rate differentials (based on type of license). The goal of MRRP funding is to provide compensation for residents at the rate of \$50/hour (regardless of license type) to ensure fairness, payment equity and access to shifts.
8. Residents may have opportunities outside their base hospitals and residency program for extra volunteer shifts. This must be discussed and approved by the Program Director.

#### **Submission and Payment Process**

- The resident may be required to seek approval from the PD prior to committing to a MRRP shift (if required by the program).
- HHS is the designated paymaster for all McMaster residents. HHS will make the payment for any MRRP shifts regardless of site location.

#### **Instructions for September 22 to December 31, 2021 MRRP Shifts**

- The resident will submit the information to HHS for payment by entering one shift per submission to ensure accurate tracking and payment of eligible shifts using the [GOOGLE FORM \(Sept to Dec shifts\)](#). To be eligible, resident assignments. MUST be over and above the existing duties of the medical resident's residency training program.
- Residents will receive **one payment (February 2022)** for all shifts worked between September 22 and December 31, 2021, along with their regularly scheduled salary payment. Shifts **MUST** be entered/submitted by Monday, January 31, 2022, to be eligible for payment – there will be **NO** late exceptions.

#### **Instructions for January 1 to March 31, 2022 MRRP Shifts**

- The resident will submit the information to HHS for payment by entering one shift per submission to ensure accurate tracking and payment of eligible shifts using the [GOOGLE FORM \(Jan to March shifts\)](#). This form will be open starting January 1, 2022. To be eligible, resident assignments. MUST be over and above the existing duties of the medical resident's residency training program.

- Residents will receive **one payment (May 2022)** for all shifts worked between January 1 and March 31, 2022, along with their regularly schedule salary payment. Shifts **MUST** be entered/submitted by Monday, April 25, 2022, to be eligible for payment – there will be **NO** late exceptions.