

Subject: COVID-19 Updates - April 3, 2020
Date: Friday, April 3, 2020 at 6:02:31 PM Eastern Daylight Time
From: postmdedstaff-l: Post MD Education Staff List on behalf of Associate Dean PGME (Dr. Glen Bandiera)
To: POSTMDEDSTAFF-L@LISTSERV.UTORONTO.CA
Attachments: Redeployment Procedural Memo April 3.pdf

To: Residency Program Directors, Fellowship Directors, Family Medicine Site Directors
cc: Program Administrators, Fellowship Administrators, VP Education, Vice Chairs Education, HUEC, Clinical Department Chairs, Department Business Managers, Hospital Medical Education Staff, PARO, COU, TAHSN, Linda Quattrin, Lynn Wilson, Post MD Staff

Dear Colleagues,

The following message was sent to all postgraduate learners today providing an update on how and where to access all resources related to COVID-19 and the redeployment plan.

Thank you,

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GLEN BANDIERA MD, MEd, FRCPC

Dear Residents and Fellows,

I want to reach out to you again and offer my profound thanks for all you do for the care of our patients and advancement of our academic environment here at the University of Toronto. I know you are all experiencing personal and professional stress along with your staff, health professions colleagues and those in administrative roles. I have experienced nothing but solution-focused and respectful dialogue on very complex and rapidly evolving issues and for that I am profoundly thankful.

As we embark on the next phase of our response we will need to remain flexible and adaptable. Most of you have participated in discussions about redeployment and all of the complications and implications this has. Many of you have already provided service in areas that you were not planning to and more of you will be called upon to do so in the near future. PGME has taken steps to collect important information related to redeployment (such as PPE, clinical resources and wellness) available on our website here: [PGME COVID19 Resources](#).

I wanted to reassure you all about the [principles](#) and processes that will underpin redeployment strategies going forward.

1. We in PGME will work collaboratively with our hospital partners and your University Departments to respond creatively to redeployment needs across the system.
2. We in PGME will try our best to minimize disruption by moving individuals within the same hospital and/or within the same discipline, but this won't always be possible.

3. We in PGME will strive to ensure that service provided by residents is related to their core specialty and will count to the extent possible towards creditable training time, including the use of generic ITER evaluations and available time waivers when appropriate.
4. I firmly support the principle that residents and fellows must not be compelled to provide care where appropriate recommendations for PPE are not implemented effectively or where proper training for both PPE and care provision is not adequately provided. To support readiness, PGME has worked with local clinical experts to gather key resources to prepare for redeployment ([See here](#)). Additionally, PGME is working with our hospital partners about readiness information and training key to redeployment training
5. Redeployments must be acceptable to the clinical service and to the resident's or fellow's program director, who must be in a position to advise on appropriate expansions to scope of practice.
6. We in PGME expect that all physician members of the respective clinical teams, including staff and trainees at all levels, will be called upon to deliver service in unconventional models and expand their scopes of practice as outlined in the attached CPSO document. I personally will not accept that the burden of response unnecessarily falls disproportionately on residents or fellows (See [CPSO](#) & [CMPA](#) docs).
7. While it is expected that residents and fellows will accept redeployment as a duty of their employment obligations to the hospital, their professional obligation as articulated by the CPSO who issues practice licenses, and our collective obligation to society, we will remain open to any and all concerns about specific requests. Our hospitals and the university respect the stressful nature of redeployment and will solicit resident and fellow perspectives when they are called upon for redeployment. We welcome a dialog and sharing of specific concerns related to redeployment requests.

Please remember the Postgraduate Wellness Office remains available to provide support to all residents and fellows pgwellness@utoronto.ca or 416-946-3074.

Sincerely,

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