

Context

The Ministry of Health (ministry) recognizes that hospitals require flexibility to build health human resources capacity at the scope and scale needed to support a rapid increase in critical care capacity. These expense options have been designed to facilitate hospitals' ability to maximize the use of current staff and add new staff quickly.

On April 22, 2021, a new order under O. Reg. 305/21 of the *Emergency Management and Civil Protection Act (EMCPA)* authorizes health care professionals to provide patient care services outside their regular scope of practice and enables hospitals to employ, contract, appoint or otherwise engage regulated health professionals from out-of-province.

Regulated health professionals are now authorized to engage outside of their regular scope of practice, provided that:

- (a) it is necessary for the health care professional to provide such services in order to respond to, prevent or alleviate the effects of the outbreak COVID-19;
- (b) the services are consistent with the duties that have been assigned or the privileges that have been granted by the hospital; and
- (c) the health care professional acts in a manner that is consistent with measures taken by the hospital under Ontario Regulation 74/20 (Work Redeployment for Certain Health Service Providers) made under the *Reopening Ontario (A Flexible Response to COVID-19) Act, 2020*.

Medical Residents Redeployment Program

Medical residents have been identified as health care professionals well suited to time-limited deployment in the delivery of patient care services outside their regular scope of practice in support of the creation of critical care capacity in Ontario hospitals.

The Medical Resident Redeployment Program (program) allows medical residents without a restricted registration license to be redeployed under appropriate and applicable supervision within a hospital setting in support of the hospitals COVID-19 response.

All redeployment assignments must:

- be consistent with O. Reg 305/21 *Regulated Health Professionals* under the *Emergency Management and Civil Protection Act* and O. Reg. 74/20: *Work redeployment for certain Health Providers under Reopening Ontario (A Flexible Response to COVID-19) Act, 2020*
- be over and above the existing duties of the medical resident's residency training program.

The duties associated with the redeployment assignments may include:

- Assess patients to identify appropriate care interventions
- Collaborate with members of an interdisciplinary health team to plan, implement, co-ordinate and evaluate patient care in consultation with patients and their families
- Administer medications and treatments as prescribed by a physician or according to established policies and protocols
- Monitor, assess, address, document and report symptoms and changes in patients' conditions
- Develop and implement discharge planning process on admission of patients
- Teach and counsel patients and their families on health-related issues in collaboration with other health care providers.

Supervision of Medical Residents

Hospitals are responsible for ensuring any and all necessary supervision for assignments consistent with the orders listed in the above section and other applicable legislation.

Hospital Eligibility

The program is available across the province to all Ontario hospitals. It is expected that hospitals with residents will engage their existing cohorts of residents before seeking support of those outside their organization.

Further information for hospitals about how to access medical residents from outside their organizations will be provided in the next few days.

Program duration

The program is available for 3 months beginning April 28, 2021.

Reimbursable Expenses

Residents who are redeployed under the program will be paid at a rate of \$50/hour.

Salary and wage expenses for the duration of the program (April 28, 2021 to July 31, 2021) are eligible for reimbursement (based on average of 10 hours a week per resident).

Expenses can be submitted for consideration through the COVID-19 Incremental Expenses process.

Reporting Requirements

All hospitals implementing Medical Resident Redeployment Program must report financial and program indicators as outlined in the COVID-19 Hospital Incremental Expenses Guidance Document.

The ministry may request additional information from participating hospitals for program monitoring and evaluation purposes.

Further Information

Questions related to guiding principles for expenditure management can be emailed to the ministry's Hospitals Branch at Hospitals.Branch-HSQFD@ontario.ca. Questions related to completing or submitting the Excel Template for COVID-19 Hospital Incremental Expenses can be emailed to AskHealthData@ontario.ca.