



MEMORANDUM

TO: Department Heads, Program Directors, Program Administrative Assistants, Residents, RDoS & PGME Staff (copies to: SHA, CPSS, College of Medicine Academic & Administrative Leads)

SUBJECT: NOVEL CORONAVIRUS (COVID-19) UPDATE: **RESIDENT REDEPLOYMENT**

FROM: Dr. Anurag Saxena, Associate Dean, PGME

DATE: November 12, 2021

With the continuous number of COVID-19 cases across the province, our allied healthcare teams are feeling the strain on themselves and to the healthcare system. Once again, residents will be asked to volunteer their services to assist in the fight against COVID-19. We want to ensure that we are all working from the same set of principles and utilizing the same processes for effective and organized redeployment of our residents.

1. COVID-19 is in our hospitals and there has been community spread in the province. In this context, the virus is ubiquitous, and it will be increasingly difficult to avoid interaction with infected patients in our service learning/care provision settings.
2. As the SHA continues its workforce planning to meet population needs, our residents as both health care providers and postgraduate learners, could expect a disruption in the “usual” residency training - that has already commenced and is expected to continue. The challenge is and will continue to be to uphold the dialectic approach to the dual roles (health care provider and learner) of our residents.

Principles: These times require additional patience, collaboration, and teamwork to ensure the proper delivery of patient care in a very rapidly changing landscape; a) the College of Medicine and the SHA working collaboratively and b) the Program Director working collaboratively with the Provincial Head/Area Lead and residents.

How are redeployment requests approved and implemented?

- 1) **At the Department/ Service Area level:** The need is identified by the Dept. Heads/Area Leads/Program Directors and a joint decision is made after consultation with each other and with resident input.
 - a) **Within the programs** the decisions for changing rotations/clinical learning experiences are made at the program level (PD's/RPC/Resident input and addressing concerns). Please have back-up schedules utilizing a healthy cohort. An application form has been developed to ensure that the PGME office is informed and approval is obtained prior to any resident being redeployed.
 - b) **Between the programs (and between different sites of geographically distributed programs,** as these might involve travel from one site to another) the decisions are arrived at collaboratively between the programs/sites (the PDs/site directors, Provincial Heads/Area Leads and resident input). This needs to be approved at the PGME/College of Medicine level prior to implementation by way of the application form.
- 2) **At the systems level – identified by SHA:**
 - a) Request will follow the process 1 above (as far as possible), OR
 - b) If extensive cross-program redeployment is required the PGME office (Associate Dean, Regina and/or Associate Dean PGME) will coordinate with the programs involving the Dept. Heads/Area Leads, PDs and Chief residents. The approval of Vice-Dean Education will be required prior to implementation.



Resident Redeployment Application Form For COVID-Related Work:

A Resident Redeployment Application Form for COVID-related Work (sent to PDs and PAAs) is being utilized to assist with redeploying residents to areas of greatest need in a manner that balances the needs of residents, programs, and clinical services – across all programs and across our province. Resident redeployment is not on behalf of a single program or campus or healthcare facility but on behalf of and for all of us across Saskatchewan. At this time resident redeployment is strictly voluntary.

What is being asked:

- 1) Programs are asked to provide the redeployment application form to those residents who wish to volunteer for redeployment. Since some of the work being provided may be out of the regular scope of the resident's training, Program Directors/Supervisors are being asked to verify that the resident has the required competencies to complete the work. Please do not redeploy residents who are experiencing academic or professionalism difficulties.
- 2) The application for redeployment process is similar to the moonlighting process. Residents volunteering for redeployment must submit the completed Resident Redeployment Application Form and proof of CMPA type of work code (no need to change from 12 to 14) to the Postgraduate Medical Education Office. Once the redeployment request has been approved, the resident is responsible for:
 - Obtaining the appropriate emergency license from CPSS (at no charge to the resident)
 - Reporting the CPSS emergency license number to CMPA
 - Obtaining appropriate approval/privileges with the health authority
- 3) Residents may be given credit for work provided during redeployment. A separate assessment form is available from the program for Supervisors to complete.

How will redeployment be assessed? A simple assessment form is being sent to programs (PDs and PAAs) (please feel free to modify). The completed form must be returned to the Resident's Program Director within 5 days of completion.

Might this redeployment strategy change? COVID-19 cases in our hospitals may fluctuate, it might be necessary to request further workforce supplementation through a collaborative process.

How can program directors support resident wellness during the COVID-19 pandemic?

- The PGME Resident Resource Office continues to be available
- The information of resources available on the PGME and RDoS websites continues to be updated:
<https://medicine.usask.ca/residents/wellness.php>
<http://www.residentdoctorssk.ca/resources/wellness>
- In addition, the Faculty Development website has resources for well-being:
<https://medicine.usask.ca/facultydev/Wellness/wellness.php>

This document was developed based upon consultations with key stakeholders including but not limited to residency programs, SHA, and RDoS. The [PGME office](#) will work with all residents, programs and staff during this time and we are available to answer any questions you may have.

Sincerely,

Dr. Anurag Saxena
Associate Dean, Postgraduate Medical Education, University of Saskatchewan