



ASSOCIATION OF ONTARIO MIDWIVES

AOM Rural and Remote Locum Program

Background Information

The AOM Rural and Remote Locum Program was developed in 2009, with support from the MOHLTC, as agreed to in the 2009 Memorandum of Understanding between the AOM and MOHLTC. This program was created in response to the needs of rural and remote midwives to have relief for holidays, sickness, emergencies and continuing education, and to incent locum midwives to apply for parental leave replacements in these locations.

There are two components to the locum program:

1. Vacation and on call relief for remote practice groups for up to 4 weeks
2. Sick leave, family emergency relief, and parental leave replacement for remote and rural practice groups for 2 to 4 weeks

Approval of locum funding in any particular case is conditional upon availability of locum midwives, granting of hospital privileges to the locum midwife, and availability of locum funds.

1. Vacation and on-call relief

Remote practice groups, as defined in the MPG-TPA Funding Agreement, are first in priority for vacation/on-call relief for a period of up to 4 weeks between April 1, 2010 and March 31, 2011. If funding permits, small rural and rural practices will be given an opportunity to apply for this funding in a second round.

Where possible, practice group members seeking vacation or on-call relief should book 2-4 clients with expected delivery dates during the period of the locum relief.

To be considered remote, a midwifery practice must meet each of the following criteria:

- Solo midwife (who may or may not have a New Registrant)
- Clinical site or approved, funded satellite has an RIO of 60 or greater, or is located in Northern Ontario; and
- Caseload is 35 % of clients with RIO of 60 or greater

2. Sick leave, family emergency relief, parental leave replacement

Both rural and remote practice groups are eligible to apply for locum funds for sick leave, family emergency relief, or parental leave replacement between April 1, 2010 and March 31, 2011, for periods of 2 to 4 weeks. Locums are approved according to priority of need and availability of funding.

Midwives in rural or remote practice groups who encounter the need for locum relief should fax in the attached form to 416-425-6905 attn: Policy Project Assistant, and phone the AOM at 1-416-425-9974, ext 2227.

To be considered remote, see criteria listed above.

To be considered rural, a midwifery practice must meet one of the following criteria:

- MPG - main clinical site has a RIO score of 30 or greater
- MPG - approved satellite site has a RIO score of 30 or greater

- MPG - main clinical site has a RIO score of 20 or greater and 35% of the client population of the main clinical site have a RIO score of 45 or greater.
- MPG - approved satellite site has a RIO score of 20 or greater and 35% of the client population of the approved satellite site have a RIO score of 45 or greater”

Expenses

The following expenses of the locum midwife are covered by the AOM locum fund:

- Travel (to and from practice location, with receipts)
- Meals (\$40/day no receipts required)
- Accommodation (up to \$90/day with receipts or \$30 without receipts if staying at the home of the resident midwife)
- Car rental (up to \$50/day including insurance with receipts)

Resident midwives are encouraged to provide accommodation to the locum midwife, where possible, in order to make the most efficient use of the AOM locum funds.

The midwifery practice group will pay the locum midwife mileage costs for home and hospital visits at a rate of \$0.45/km. The resident midwife will be reimbursed for these expenses by the MOHLTC through the usual mechanisms in the funding agreement.

Payment of Locum Midwives

The Midwifery Practice Group will pay the locum midwife a full course of care for any births that she attends during the locum placement, minus operational fees and secondary care fees, which will remain with the practice. While the locum midwife will not provide all the care for the clients who give birth, they will be providing prenatal and postpartum care to other clients for whom they will not be paid. Hence this system of payment will balance out and is administratively simple.

If the locum midwife is at a higher experience level than the resident midwife, according to the Funding Agreement, the AOM locum program will make up the difference.

In addition, the AOM locum fund will make available up to \$200/day in incentive payments, up to a maximum of what the locum would earn as a full-time practicing midwife, (4 courses of care/month as a primary midwife minus operational and secondary fees).

For further information on this, please contact the Project Assistant at the AOM (416-425-9974 ext. 2227/1-866-418-3773 ext. 2227, projectassistant@aom.on.ca..

“Other” Payments (Benefits)

The 20% “Other” payments or benefits funding associated with the course of care payments earned by the locum midwife will be reallocated to the locum midwife through the benefits program.

To Become a Locum Midwife

The AOM maintains a pool of eligible locum midwives. To be eligible, you must be a general registrant midwife. Fill out the form on the AOM website and submit to the AOM, either by fax: 416-425-6905 or email: projectassistant@aom.on.ca.

For an MPG to Request Locum Funding

For MPGs to request funding for locum relief, fill out the form on the AOM website and return to the AOM as soon as possible, either by fax: 416-425-6905 or email:

projectassistant@aom.on.ca. A job ad for the locum position will be posted on the AOM website. MPGs will receive applications from locum candidates and arrange the locum with the midwife, including the arranging of hospital privileges and the signing of the contract.

Contract

The AOM has developed a legal template contract to be completed by the Midwifery Practice Group, the AOM, and the locum midwife, stating the terms of participation in the locum program. This should be signed before the locum begins work at the practice group and before funds can be paid out by the AOM.

Insurance

The AOM and the MPG will ensure that the locum is registered with the CMO and insured by HIROC.

Hospital Privileges

The midwifery practice group and locum midwife will be responsible for arranging for hospital privileges for the locum midwife. **It is advisable, if you are applying to the AOM for locum funding, to speak to your hospital in advance to determine the likelihood of the locum gaining privileges.**

Application for Locum Relief

Interested practice groups should fill out the attached form(s).

Questions?

If you have further questions about the locum program, please call the AOM at 1-866-418-3773 ext. 2256 or email: policy2@aom.on.ca.