



MARITIME RESIDENT DOCTORS

The FAQ's *Healthy Resident Program*

2021 HRP Guidelines

2021 HRP Expense Claim Form

Does our residency program have to apply for funding? No, an application is not required. There are funds allocated to every program. We just need the program leader to confirm the number of residents in your program, we will then calculate your budget for 2021.

What are the qualifications to become an HRP program leader? This can be a chief resident, any resident in your program, or your MarDocs rep. They will serve as the main contact for the program and manage the funds.

How are funds determined for each program? Each residency program will have access to \$75 per resident up to a maximum of \$2000 per program, which was the previous maximum allowable funding amount approved. For example, a residency program with 12 residents would get \$900, and a program with 22 residents would get \$1650

What happens if a program has a different number of residents in the first half of the calendar year vs. the second? Just be sure to update Mardocs with your program list and we can update your budget.

Is there a deadline by which programs have to submit the list of names to confirm funding amount? No deadline. However, we would like to confirm numbers at the beginning of the calendar year to avoid issues later on.

How do I find out if my Program has accessed the HRP funding? Just email leanne@mardocs.ca and she can provide an update, anytime.

What if I cannot make any of the events, do I get access to the \$75? The program leader will consult with the group and determine what initiatives will be planned. We ask that any claims submitted have been attended by 50% or more of the program, with a minimum of 25% attendance. Funds are not allocated per person, they are allocated per program. However, the funds are based on the number of residents in your residency program.

Can individuals have access to funding? No, this is a program-run initiative for residents. Individual wellness funding is available through the Mardocs group benefits program under the taxable wellness spending account at \$250/residency year per Mardocs member.

Why are we getting less money than in previous years? Previously, the HRP grant program did not reach all residency programs. This new model reduces the on-going administration and distributes funds equally across all residency programs.

I'm a wellness leader, how do I get reimbursed for HRP wellness initiatives in my program? Download a copy of the 2021 HRP Claim Form and submit to Leanne@mardocs.ca with the corresponding receipts for reimbursement.

Are we allowed to host gathering at someone's house and buy food and drinks? Alcohol is not eligible for reimbursement under this program. The reimbursement for meals expenses must not exceed the following: breakfast \$15 pp, lunch \$25 pp, dinner \$40pp.

Why are partners not invited to HRP funded wellness initiatives? The basis of the program is to increase workplace wellness. We understand that many wellness initiatives cannot be held in hospital and partners may be interested in attending, however, we are only able to provide reimbursement for initiatives paid for residents-only under the HRP. All of Mardocs organized activities are open to partners.

How do we determine what initiatives are covered under the new HRP funding? Each residency program has the flexibility to choose the wellness initiatives that best fit their program, pending they are inline with the guidelines for spending. Some programs may opt to spread the money over 12-months buying on-call snacks for their lounge or hosting small monthly wellness events, while other programs may spend it on one initiative such as a lounge renovation or on one big summer welcome event. These new changes will give much more self-sufficiency to the residency programs in using the funds.

If I have questions, who do I contact? Leanne Bryan, Manager, Health + Wellness at Leanne@mardocs.ca.