



## Rural Midwifery Locum Program (RMLP) Frequently Asked Questions

### **About the Program**

#### **What is the Rural Midwifery Locum Program (RMLP)?**

The Rural Midwifery Locum Program (RMLP) was established by the Midwives Association of BC (MABC) with funding from the BC Ministry of Health. It aims to increase the sustainability of rural midwifery practice in BC by having a pool of available locums who are paid a reasonable daily rate.

#### **How many days of locum coverage are available?**

Rural and remote midwives are eligible for 15 days of locum coverage per fiscal year. The MABC will evaluate RMLP usage on an ongoing basis and may change the available number of days based on usage.

#### **Who is eligible to access the program?**

Midwives working in qualifying rural and remote communities throughout BC are eligible for subsidized locum coverage. These midwives may practice in larger centres but be isolated by distance and/or geography. Qualifying communities are those outside of Nanaimo, Kamloops, Kelowna, Prince George, Victoria, Vancouver, and the Fraser Valley.

#### **Which communities qualify as Remote communities?**

Remote communities include, but may not be limited to:

Agassiz	Gray Creek	Kaslo	Salt Spring Island	Winlaw
Creston	Haida Gwaii	New Hazelton	Seabird Island	
Gabriola Island	Invermere	Port Hardy	Tlell	

#### **What is the locum daily rate?**

Locum midwives are paid \$645/day for rural placements, and \$695/day for remote placements.

#### **Are Locum midwives able to claim reimbursement for travel and accommodation expenses?**

The MABC provides a per diem to help cover travel and accommodation expenses to Locums who must travel outside of their home community to provide locum coverage. The daily rate that a locum will be reimbursed is based on the Host community in which they complete the locum period. Coverage in a rural community is paid \$200/day, and coverage in a remote community is \$250/day.

In addition to claiming a per diem for locum days worked, Locum Midwives will be eligible to claim 1 day of Travel and Accommodation per diem for a day off every 5 paid locum days, up to a maximum of an additional 3 days off for every 15-day locum period.

#### **Who are the locums?**

RMLP Locums are members of the locum pool. Locums must have current MABC and BC College of Nurses and Midwives (BCCNM) registration, have a minimum of 1 year of clinical practice in BC and have completed conditional or new registrant requirements, as required by the BCCNM. Locums may not fill RMLP placements in a practice of which they are a member.

## How the Program Works



### Request a Locum

At the time of requesting a placement on the website, eligible Host midwives complete a Practice Profile and sign a contract with the MABC, if they have not already done so. The Host midwife fills out an online request form (found in the Members section of the MABC website [here](#)). Requests include brief details about the Host midwife's practice and community, dates of coverage requested, anticipated number of births during requested coverage and any specific requests or requirements of a potential Locum midwife.

### Locum Application and Selection

Once a Host midwife requests locum coverage, the submission is checked for completeness and approved by MABC staff prior to being posted on the website and distributed to the Locum Pool by email. Locum Pool midwives who are available and interested submit their application directly to the MABC.

MABC staff will forward applications to the Host midwife for selection. Once matched, contracts are signed between the Host and Locum midwives, and between each midwife and the MABC. Contracts include confirmation from each party that they are not members of the same practice. The Locum can review the Host's practice profile, and the Host and Locum connect to discuss details of coverage.

If a Locum fills an RMLP placement for another practice in their own community, they must also have made arrangements for coverage of their own caseload for the duration of the locum placement.

### Orientation

The Locum midwife travels to the Host community for a comprehensive practice, community and hospital orientation prior to covering the Host midwife's practice for the prearranged period of coverage. Locums can waive subsequent orientation days for practices in which they have already locumed.

### Days Off

The MABC has a mandate to improve sustainability for its members. The RMLP working group supports the importance of days off for both Host and Locum midwives.

Days off can be paid or unpaid. All days off must be agreed to by the Host and the Locum, in advance of the placement, and be identified by the Confirmation of Dates form.

The MABC acknowledges that remote-isolated communities will not likely be able to provide days off for locums during placements. The Association will continue to work towards better practice conditions in these circumstances.

### Payment

Payment by the Host midwife to the MABC occurs prior to the start of placement. Host midwives retain all billings for the period of coverage. Upon completion of the placement, the MABC issues payments to the

Locum within 10 business days after receiving all required placement completion documentation, including the survey.

### **Evaluation**

Evaluation is an important element of this program. Collected information will be used to improve the program and to advocate for continuing funds. Key findings will be shared with members of the MABC, the BC Ministry of Health and other project partners.

Both Host and Locum midwives will be required to complete short surveys from the MABC at the end of each placement, and annual surveys will be sent to both the Locum Pool and eligible rural midwives.

### **Questions?**

Please contact the MABC Program Coordinator

Email: [programs@bcmidwives.com](mailto:programs@bcmidwives.com)