

**Graduated Return to Residency (GRR) Plan  
Postgraduate Medical Education**

In developing this plan, please note the following:

- A GRR period is required for a Resident returning after a Leave of Absence (LOA) that is equal to or greater than one calendar year.
- The need for a GRR period for a Resident returning after an LOA which is less than one year should be determined by the program.
- The duration of the GRR should be determined by the RPC.
- The GRR Plan should be developed by the Residency Program Committee (RPC).
- The GRR Plan must be reviewed (in writing and verbally) with the Resident.
- A copy of the final signed GRR Plan should be forwarded to the PGME Office.
- The GRR Period will be credited towards residency training time, if recommended by the Program. The recommendation of the Program should be communicated to the PGME office not later than 2 weeks after the end of the GRR period.
- A GRR refused by a Resident cannot be applied retroactively once training as been resumed

<b>Resident's Name</b>	
<b>Training Program</b>	
<b>Training Year</b>	
<b>Proposed Start Date of Training</b>	
<b>Proposed Duration of GRR</b>	
<b>Rotation During the GRR Period</b>	
<b>GRR Supervisor (Overall)</b>	
<b>GRR Mentor</b>	
<b>Other GRR Supervisors</b>	

## 1. Plan

### a) Objectives of the GRR Period:

The GRR period is required to provide a supportive environment to residents to ease them back into the Residency Program after a prolonged leave of absence. All assessments during this period will be formative with verbal and written feedback provided to the resident by assigned supervisors on each of the CanMEDS Roles.

### b) Support to be Provided to Trainee

Support to be provided	YES/NO	Timeline
Review of program objectives, schedule and resident expectations		Day of Return
Provision of additional supervision (GRR Supervisors) with Frequent Formative Feedback		
Provision of a mentor (GRR Mentor)		
Working in a team instead of by self		
A gradual increase in work duties or hours		
Practice of skills (e.g. clinical, procedural)		
Provision of training		
Direct Resident to appropriate resources		
Other, please specify		

## **2. Responsibilities and Expectations during the GRR Period**

<b>Who</b>	<b>Responsibilities</b>
<b>Resident</b>	<ul style="list-style-type: none"><li>• Be available for and participate in the GRR plan outlined in 1(b) above.</li><li>• Meet with GRR Supervisors at intervals of _____ during the GRR period</li><li>• Meet with GRR Mentor at intervals of _____ during the GRR period</li><li>• Other (please specify)</li></ul>
<b>Overall GRR Supervisor</b>	<ul style="list-style-type: none"><li>• Compile written assessment reports based on feedback from the supervisors of the Graduated Return to Residency period at intervals of _____</li><li>• Review the written reports in face to face review sessions with the resident at intervals of _____ during the GRR period</li><li>• Other (please specify)</li></ul>
<b>Other GRR Supervisors</b>	<ul style="list-style-type: none"><li>• Clarify any difficulties the resident is having with knowledge base</li><li>• Provide extra teaching in clinical matters if required</li><li>• Provide supervision and training in procedural skills if required</li><li>• Provide counsel if required</li><li>• Provide verbal and written formative feedback to Dr.</li></ul>

	<p>_____ at intervals of: _____ and the program director at intervals of: _____</p> <ul style="list-style-type: none"> <li>• Other (please specify)</li> </ul>
<b>GRR Mentor</b>	<ul style="list-style-type: none"> <li>• Regularly review and clarify objectives and assess the resident's progress in achieving the objectives of the rotation.</li> <li>• Monitor the resident's experiences with clinical supervision and feedback; assist the resident in resolving concerns if there are difficulties encountered in the rotation; clarify the resident's responsibility; communicate concerns beyond the resident's control to the program director and GRR supervisors.</li> <li>• Monitor, guide, and assess both program-directed and self-directed learning /studying if required.</li> <li>• Direct the resident to appropriate resources if necessary</li> <li>• Other (please specify)</li> </ul>

\_\_\_\_\_  
***Signature of Resident***

\_\_\_\_\_  
***Date***

\_\_\_\_\_  
***Signature of Program Director***

\_\_\_\_\_  
***Date***

\_\_\_\_\_  
***Signature of Overall GRR Supervisor***

\_\_\_\_\_  
***Date***

\_\_\_\_\_  
***Signature of GRR Supervisors***

\_\_\_\_\_  
***Date***

**Graduated Return to Residency (GRR)  
Template for Formative Feedback**

**Name of Resident:**

**Name of Supervisor:**

**Date:**

<b>CanMEDS Role</b>	<b>Strengths</b>	<b>Suggestions for Improvement</b>	<b>Self Reflection (to be completed by Resident) (e.g. What did you do well? What would you have done differently?)</b>	<b>NA</b>
<b>Medical Expert</b>				
<b>Communicator</b>				
<b>Collaborator</b>				
<b>Manager/Leader</b>				
<b>Health Advocate</b>				
<b>Scholar</b>				
<b>Professional</b>				

