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Section A: Introduction

A1: Preamble

It is recognized that residents may require an interruption of training for personal and professional reasons. This policy outlines the processes and procedures of the Postgraduate Medical Education (PGME) office to review and grant requests for leave. As residents are also considered employees of Hamilton Health Sciences ('paymaster' for the Ministry of Health and Long-term Care Clinical Education Budget), the PGME office will communicate with Hamilton Health Sciences (HHS) regarding effects to pay and benefits, as stipulated by the [PARO-CAHO Collective Agreement](#).

A2: Scope

This policy applies to all Ministry of Health (MOH) funded residents registered with the PGME office. Clinical and Research fellows should contact their department with respect to departmental policies and procedures. "Leaves" do not include vacation days, professional leave, or examination leave as defined by the PARO-CAHO Collective Agreement. The PGME office will abide by any stipulations for leaves of absence in the sponsorship contract for Gulf-sponsored residents (i.e., residents sponsored by either Saudi Arabia, Kuwait, Oman, United Arab Emirates, Bahrain, or Qatar). It is recognized that the stipulations for employee benefits in the PARO-CAHO Collective Agreement also apply to Gulf-sponsored residents.

A3: General Principles

1. Residents on leave will remain registered with the PGME office, notwithstanding their inactivity and are expected to maintain a standard of conduct in keeping with the standards of the residency program, the University, and the medical profession at large.
2. Residents on leave must sign and date a Letter of Appointment, pay the registration fee, and complete all other registration requirements on an annual basis to remain registered with the PGME office.
3. Residents will return to the residency program following a leave from the program. It is anticipated that missed learning experiences/rotations necessary for achievement of required competencies will be completed upon the resident's return to the program. Residents will be required to complete all mandatory core and elective components of the program required for exam eligibility and certification by the relevant College. A waiver of training may be granted at the discretion of the Program Director (PD) and the Residency Program Committee (RPC) in accordance with PGME, Royal College and CFPC guidelines. [Refer to Waiver of Training Policy](#).
4. It is the resident's professional responsibility to ensure that the PD and Program Administrator (PA) are notified regarding their request for leave prior to the start of the leave. It is recognized that this will not always be possible in urgent circumstances and, in such cases, will not affect the approval for the resident's leave. In urgent circumstances, the resident must notify the faculty supervisor and/or chief resident to ensure that an alternative can be found for the provision of clinical care.
5. Salary and benefits continuation are determined by the type of leave and in accordance with the PARO-CAHO Collective Agreement.

A4: Types of Leaves

Please refer to Appendix A: Information on Leaves of Absences for a summary and details of specific processes about each type of leave.

1. **Medical Leave:** Residents may request a medical leave for illness or injury. The PGME office will need to know if the injury/illness occurred while at work; all other information related to the medical leave request, including but not limited to diagnosis or nature of the illness/injury, does not need to be disclosed to the PGME office. The

PGME office does not normally need to be informed about medical leaves that are less than seven (7) consecutive days in duration. All residents will receive full salary continuance and benefits for a continuous period of up to six (6) months or until the end of the appointment year, whichever comes first. The appointment year is one year following the resident's training start date. If the resident has a prolonged medical leave, the PGME office will request an update from the program if the leave continues into a new academic year.

2. **Compassionate/Personal Leave (leave without pay):** Residents may decide to take a personal leave from the residency program. Time for personal leave should be negotiated with the resident and the PD and should, under normal circumstances, be limited to six (6) months or less. During an unpaid leave, employer-paid premiums for health insurance and benefits become the resident's responsibility. HHS Human Resources (HR) will contact the resident to arrange payment for health insurance and benefits premiums during period of unpaid leave.
3. **Bereavement Leave:** Residents may request a leave due to a death in their immediate family or a person with whom the resident had a close relationship. A leave may also be requested due to family illness, injury, medical emergency, or other urgent family matters to which the resident must attend. Five (5) consecutive working days may be granted by the PD for this paid leave. Bereavement leave is approved and processed via the Request for Time Off (RTO) system in MedSIS. If a resident has exhausted the five (5) days of bereavement leave, the resident can transition to a compassionate unpaid leave. The resident and PD will complete a leave of absence form and submit it to the PGME office.
4. **Pregnancy Leave:** Residents who are either the birth mother or surrogate mother are eligible for pregnancy leave for up to 17 weeks prior to their delivery date. The earliest a pregnancy leave can begin is 17 weeks before the due date. The latest a pregnancy leave can begin is the day the baby is born. Pregnancy leave is unpaid, and residents can apply for Employment Insurance (EI) benefits through Service Canada once the leave has commenced. Residents are also eligible for a pay top-up from HHS during a pregnancy leave. Refer to Appendix A for further details.
5. **Parental Leave:** Residents who are the birth parent, adopting parent, or person in a relationship with a parent of a child and plans to treat the child as their own are eligible for parental leave for up to 61 or 63 weeks. Parental Leave is unpaid, and residents can apply for EI benefits through Service Canada once the leave has commenced. Residents are also eligible for a pay top-up from HHS during a parental leave. Refer to Appendix A for further details.
6. **Educational Leave:** Residents may request an unpaid educational leave (e.g., graduate studies) if not considered a component of the training program. Prior to the leave start date, the request for an unpaid educational leave must be approved by the PD and RPC, with notification to the PGME office.

The Associate Dean, PGME, must approve leaves beyond twenty-four (24) months. Extensions beyond the original agreed-upon duration of the educational leave must be approved by the PD, RPC, and the Associate Dean, PGME. The PD and RPC must ensure there are no anticipated negative effects on return to training at the appropriate level and timely completion of the training program, prior to the approval of an educational leave and/or extension.

7. **Other:** A resident may request an unpaid leave for reasons other than the ones specified above. The request must be discussed, reviewed, and approved by the PD in consultation with the RPC and the Associate Dean, PGME.

Section B: Process

1. Resident completes the [Request for Leave form](#) prior to the leave and submits to their PD for approval.
2. All leaves must be approved by the resident's PD.
3. The program submits the completed leave form to the PGME office for processing.
4. All leaves greater than seven (7) consecutive days must be reported to the PGME office. There may be special circumstances when the program reports a leave for less than one week (i.e., a pattern of missed days by a resident within a specific timeframe resulting in the resident's ability to successfully complete training objectives).
5. When Bereavement Leave is required, the resident must contact the PD and/or PA as soon as possible to notify them that they have requested a Bereavement Leave using the Request for Time Off (RTO) module in MedSIS for official approval.
6. PGME will revise the resident's Letter of Appointment (LOA) to include the dates of the leave and the type of leave. The revised LOA will be provided to the CPSO as the training dates have changed. Additional information regarding the leave of absence will not be provided to the CPSO without the resident's consent. Residents whose training end date has been extended due to a leave of absence are eligible for a waiver of training in their final year of residency. Refer to the [Waiver of Training Policy](#).
7. For extended medical leaves which extend into a new academic year, the resident or their delegate will provide a report to their PD on the status of their leave. An update on the leave of absence is required before the PGME office can issue a Letter of Appointment for the new year. Privacy is respected, and confidential medical information will not be required.
8. While on medical leave, salary and benefits will be maintained and continued until the end of the medical leave for up to six (6) months or the end of the resident's appointment year, whichever occurs first. The appointment year is determined by the resident's training start date. During a medical leave, the resident's salary and benefits continuance will be applied as defined by section 14.1 of the [PARO-CAHO Collective Agreement](#).

Section C: Return to Training after a Leave

1. Prior to the return to work, PGME will contact the program to confirm that the resident will return to training on the date noted on the submitted leave form. PGME will notify HR of the resident's return date once program confirmation is received.
2. All residents are required to complete any mandatory core and elective components of the program required for successful program completion. PDs may consider a waiver of training (see the [waiver of training policy](#) and [waiver of training request form](#)) if training requirements have been met and the resident has achieved the mandatory competencies of the residency program.
3. For medical leaves greater than two (2) weeks, the PGME office requires a written medical letter from the resident's physician, indicating that they are fit to resume training. Some programs may also require a doctor's note prior to taking a medical leave. It is the resident's responsibility to check with their PD and/or PA. At all times, the resident's privacy must be respected, and information should not disclose the reason for the medical leave.
4. Under exceptional circumstances, the PD and/or the Associate Dean, PGME may require an independent medical evaluation to determine a resident's fitness to return after a medical leave.

5. Following a medical leave, residents may require an accommodated part-time or gradual return to work plan. Programs are required to provide PGME with an accommodation plan for a resident on a gradual return, prior to the resident's return to training, with a grace period of one (1) week following the resident's return date. A resident on a gradual return to work can be granted full training credit if their accommodation plan is four (4) weeks or less, provided the PD and the RPC determines that the resident can continue to meet the program/rotation objectives.

Some residents may choose to apply to enrol in a part-time residency program. Residents seeking to enrol in a part-time training program should speak to their Program Director. Residents whose training end date has been extended due to a leave of absence or a gradual return to training are eligible for a waiver of training in their final year of residency. Refer to the [Waiver of Training Policy](#).

6. It is expected that residents will return to the same level of training as immediately prior to the leave. However, after discussion with the resident, PDs shall determine the level of training (i.e., after a prolonged leave) and the educational experiences and competencies necessary to complete the training program.

For detailed information regarding Employment Insurance and benefits etc., please refer to Section D: Information on a Leave of Absence (APPENDIX A)

Section D: Information on a Leave of Absence (APPENDIX A)

Medical Leave • Personal Leave • Compassionate Leave • Pregnancy/Parental Leave

The following information applies specifically to McMaster University residents funded through the Ministry of Health (MOH) and Long-Term Care. Gulf-sponsored residents should inquire with their sponsoring agency to confirm their eligibility for paid and unpaid leaves of absence.

GENERAL INFORMATION ON LEAVES

It is understood that a resident who maintains a current appointment in a residency program,

- will return to a residency program following a leave of absence; and
- will maintain a standard of conduct in keeping with the standards of the residency program, the university, and the medical profession at large.

Failure to meet these two obligations may result in the withdrawal of the resident's appointment in the program. Leaves do not include professional leave time or vacation days. For vacation and professional leave information see the McMaster PGME Vacation policy.

Time lost during a leave may have to be made up, depending on the length of the leave.

It is anticipated that the required time lost, or rotations missed must be made up if required to achievement of required competencies. Normally residents will be required to complete all mandatory components of the program.

The Resident's professional responsibility.

When possible, it is the resident's professional responsibility to ensure that appropriate people are notified of the leave and that the appropriate arrangements for coverage have been made. It is recognized that this will not always be possible and, in such cases, will not affect the resident's leave.

When does the PGME office need to know?

All leaves are reported by the PGME office to the CPSO. The PGME office normally does not need to be informed about leaves that are less than or equal to seven (7) consecutive days in duration.

MEDICAL LEAVE

The PGME office requires that, before returning from medical leave, residents must provide a written medical letter from their health care provider indicating fitness to resume training. Normally, a doctor's note is not required for leaves less than two weeks in duration. However, if there are recurrent leaves, the PD/PGME office may require a doctor's note.

Some programs may require a doctor's note prior to taking a scheduled medical leave; please check with your residency program office.

Residents on medical leave will have their salary maintained and continued until the end of the appointment year or for six (6) months, whichever comes first.

The PGME office normally does not need to be informed about leaves that are less than seven (7) consecutive days in duration.



Remember you will require a doctor's note to return to work after a Medical Leave greater than two (2) weeks.

LEAVE WITHOUT PAY

Unpaid leaves include personal leaves and compassionate leaves. Residents will be responsible for payment of health benefit premiums for the duration of their unpaid leave. If payment is not arranged, benefit coverage will cease effective as of the leave start date. Please contact HR Services to arrange your benefit payments. In the case of compassionate leaves, residents may apply for Employment Insurance (EI) benefits if they must be away from work temporarily to provide care or support for a family member who are gravely ill. See the [Service Canada website](#) for EI eligibility and information.

LEAVE WITH PAY

Leaves with pay include medical leaves, and in rare circumstances, a leave with pay may be granted for extenuating circumstances. Residents must complete the leave request form and submit it to their PD. Support from the PD must be communicated to the Associate Dean, PGME, for approval. A resident may request paid bereavement leave for up to five (5) working days due to a death in the immediate family or a person with whom the resident had a close relationship, or due to family illness, injury, medical emergency, or other urgent family matters to which the resident must attend. This guideline should be interpreted with proper sensitivity. Additional time off beyond the five (5) days would require an unpaid compassionate leave request.

PREGNANCY/PARENTAL LEAVE

The total amount of time off for pregnancy and parental leave is established in the Employment Standards Act (see chart on next page for further details). In accordance with the PARO-CAHO Collective Agreement Leave, residents must give four (4) weeks minimum written notice of their intended timing of their pregnancy and/or parental leave to ensure that professional and patient care responsibilities are met. Leave requests should be discussed with the PD and submitted to the PGME office as early as possible so that the administrative work can be completed ahead of the leave start date.

Important Reminder!

Pregnancy leave will start on the date of delivery unless taken earlier. Therefore, if the delivery date comes before the leave start date, or if you are on vacation as of the delivery date, you must notify the PGME office on the delivery date at pgmeres@mcmaster.ca. The PGME office must be informed of the actual delivery date within two (2) weeks of the delivery date.

ADDITIONAL INFORMATION FOR PREGNANCY/PARENTAL LEAVE

PARO Pregnancy & Parental Guide:

<https://myparo.ca/pregnancy-parental-leave/>.

Service Canada website:

<https://www.canada.ca/en/services/benefits/ei/ei-maternity-parental.html>.

What is the difference between Pregnancy & Parental Benefits? (continued on next page)

Type of Leave	Maximum Length of Leave	Who is eligible for this Leave?	When will my EI benefits start and end?	How much EI will I receive?
Pregnancy Leave (Maternity leave)	17 weeks	Birth mother or Surrogate mother	You can start receiving EI benefits as early as 12 weeks before your due date or the date you give birth. You cannot receive these benefits more than 17 weeks after your due date or the date you gave birth, whichever is later.	EI Benefits will be paid to you by Service Canada at a rate of 55% of your regular earnings , with a weekly maximum of \$595. In addition, residents will receive a Top-Up** to 84% of your regular weekly earnings for a maximum of 15 weeks .
Parental Leave (standard) – if taken by the <u>Birth mother or Surrogate mother</u>	35 weeks or 37 weeks if pregnancy leave is not taken	Birth mother or Surrogate mother	EI benefit payments can start once the baby has been delivered and no later than 52 weeks after the child’s birth. For adoptive parents, fathers, or non-birth mothers, no later than 52 weeks after the child is in your immediate care, custody, or control for the first time. You may be eligible to receive EI benefits for a maximum of 35 weeks or 37 weeks if pregnancy leave is not taken.	EI Benefits will be paid to you by Service Canada at a rate of 55% of your regular earnings , with a weekly maximum of \$595. In addition, residents will receive a Top-Up** to 84% of your regular weekly earnings for a maximum of 12 weeks .
Parental Leave (standard) – if both parents take parental leave	Birth mother and/or Surrogate mother: 35 weeks or 37 weeks if pregnancy leave is not taken Second Parent: 37 weeks	New parents*, Birth mother and/or Surrogate mother Both parents may take their leaves at the same time. Both parents must select the same type of parental leave (i.e., either standard or extended).	EI benefit payments can start once the baby has been delivered and no later than 52 weeks after the child’s birth. For adoptive parents, fathers, or non-birth mothers, no later than 52 weeks after the child is in your immediate care, custody, or control for the first time. You may be eligible to receive EI benefits for a maximum of 40 weeks combined between both parents; however, one parent cannot exceed a maximum of 35 weeks.	EI Benefits will be paid to you by Service Canada at a rate of 55% of your regular earnings , with a weekly maximum of \$595. In addition, residents will receive a Top-Up** to 84% of your regular weekly earnings for a maximum of 12 weeks .
Parental Leave (standard) – if taken by the second parent*	37 weeks	New parents*	EI benefit payments can start once the baby has been delivered and no later than 52 weeks after the child’s birth. For adoptive parents, fathers, or non-birth mothers, no later than 52 weeks after the child is in your immediate care, custody, or control for the first time. You may be eligible to receive EI benefits for a maximum of 37 weeks .	EI Benefits will be paid to you by Service Canada at a rate of 55% of your regular earnings , with a weekly maximum of \$595. In addition, residents will receive a Top-Up** to 84% of your regular weekly earnings for a maximum of 12 weeks .

Type of Leave	Maximum Length of Leave	Who is eligible for this Leave?	When will my EI benefits start and end?	How much EI will I receive?
Parental Leave (extended) -if taken by the Birth mother or Surrogate mother	61 weeks or 63 weeks if pregnancy leave is not taken	Birth mother or Surrogate mother	EI benefit payments can start once the baby has been delivered, and no later than 78 weeks after the child's birth. For adoptive parents, fathers, or non-birth mothers, no later than 78 weeks after the child is in your immediate care, custody, or control for the first time. You may be eligible to receive EI benefits for a maximum of 61 weeks or 63 weeks if pregnancy leave is not taken.	EI Benefits will be paid to you by Service Canada at a rate of 33% of your regular earnings , with a weekly maximum of \$357. In addition, residents will receive a Top-Up** to 84% of your regular weekly earnings for a maximum of 12 weeks .
Parental Leave (extended) – if both parents take parental leave	Birth mother and/or Surrogate mother: 61 weeks or 63 weeks if pregnancy leave is not taken. Second Parent: 63 weeks	New parents, Birth mother and/or Surrogate mother Both parents may take their leaves at the same time. Both parents must select the same type of parental leave (i.e., either standard or extended).	EI benefit payments can start once the baby has been delivered, and no later than 78 weeks after the child's birth. For adoptive parents, fathers, or non-birth mothers, no later than 78 weeks after the child is in your immediate care, custody, or control for the first time. You may be eligible to receive EI benefits for a maximum of 69 weeks combined between both parents, however, one parent cannot exceed a maximum of 61 weeks .	EI Benefits will be paid to you by Service Canada at a rate of 33% of your regular earnings , with a weekly maximum of \$357. In addition, residents will receive a Top-Up** to 84% of your regular weekly earnings for a maximum of 12 weeks .
Parental Leave (extended) – if taken by the second parent*	63 weeks	New parents*	EI benefit payments can start once the baby has been delivered, and no later than 78 weeks after the child's birth. For adoptive parents, fathers, or non-birth mothers, no later than 78 weeks after the child is in your immediate care, custody, or control for the first time. You may be eligible to receive EI benefits for a maximum of 63 weeks .	EI Benefits will be paid to you by Service Canada at a rate of 33% of your regular earnings , with a weekly maximum of \$357. In addition, residents will receive a Top-Up** to 84% of your regular weekly earnings for a maximum of 12 weeks .

*The Employment Standards Act defines "parent" as the birth parent, adopting parent or person in a relationship with a parent of a child and plans to treat the child as their own.

**Salary Top-Up

In accordance with the PARO-CAHO Collective Agreement, Hamilton Health Sciences Corporation will top-up salary to 84% of Resident's regular weekly earnings for 15 weeks of Pregnancy Leave and for 12 weeks of Parental Leave. To receive your top-up:

1. Log into your Service Canada account (www.servicecanada.gc.ca).
2. Click on "View My Payment Information."
3. "My Payments" will display with the dates listed below. Click on each date to view "My Payment Details" which will show the gross amount, federal tax amount, net, and benefit entitlement.
4. Send either a screenshot or photo of this page by email to myHR@hhsc.ca.

Record of Employment (ROE)

Your ROE is generated when you have worked your last paid shift as scheduled. It will be submitted electronically by HR Services to Service Canada once available. If you have any questions about your ROE, contact myHR@hhsc.ca or (905)521-2100 ext. 46947.

Apply for Employment Insurance Benefits as Soon as You Stop Working!

These types of leaves qualify for EI benefits: pregnancy, parental, and compassionate leaves.

For any questions, contact Service Canada at 1-800-206-7218.

More information can be found on the Service Canada Website:

<https://www.canada.ca/en/services/benefits/ei/ei-maternity-Parental/apply.html>.

<https://www.canada.ca/en/services/benefits/ei/caregiving.html>

Questions?

Contact the **PGME office** at pgmeres@mcmaster.ca.

Contact **HR Services** at myhr@hhsc.ca or (905)521-2100 ext. 46947.