CALL & CALL STIPENDS

Call Maximums: Based on the total days ON service (vacation and other time away are deducted from the total days when calculating maximum call). Residents cannot be scheduled to work two or more consecutive calls unless agreed to by the residents, the Program Director and PARO.

Call Schedules: Must be supplied to residents at least 2 weeks prior to the schedule's effective date.

In-Hospital Call: Maximum 1 in 4. In-hospital call maximums for rotations greater than 1 month are averaged over the length of the rotation (maximum averaging length is 3 months) with a maximum of 9 calls in any given month.

- Weekday in-hospital call stipend: $132.67

- Weekend in-hospital call stipend: $145.95

Residents must be relieved of ALL clinical and academic responsibilities post call 24 + 2 hours after the commencement of the working day. The following exceptions apply:

- Anesthesia (1 hour of handover)

- OB/Gyn (1 hour of handover)

- ICU/CCU (1.5 hours of handover)

- Home by Noon for residents in a Department of Surgery Program at the University of Toronto.

Home Call: Maximum 1 in 3. A resident cannot be on home call on 2 consecutive weekends and home call cannot be averaged over multiple months.

- Weekday home call stipend: $66.34

- Weekend home call stipend: $72.97

Home Call Conversion: Where a resident is on home call, they are entitled to a ***post-call day*** in either of the following two situations (article 16.4 (c)):

- The resident commences work in the hospital after midnight but before 6 a.m.;

  OR

- The resident works for at least four (4) consecutive hours at least one hour of which extends beyond midnight.

When a resident scheduled for home call works more than 4 hours in hospital, of which more than one hour is past midnight but before 6am, the resident would be entitled to an ***in-hospital call stipend in addition to a post-call day***.

SHIFT WORK

- On services where residents are scheduled in shifts (e.g. Emergency Medicine or ICU) the total maximum duty hours is 60 hours/week, which includes program responsibilities, such as academic rounds and seminars.

- Residents must have a minimum of 12 hours free of all scheduled clinical activities between shifts.

Qualifying Shift: Applies only to shift-based services (e.g. Emergency Medicine) where the residents on the service have no regular clinical hours. Where a resident on this service works one full hour between the hours of midnight and 6am,

the resident is entitled to:

- Weekday qualifying shift stipend: $66.30

- Weekend qualifying shift stipend: $72.93

Family Medicine Clinics & Shift Work in the Same Week: A family medicine resident that works a shift (e.g. ER shift) on either a weekday or weekend, after working a normal five- day week of clinical duties, will receive:

- Home call stipend if the shift does not extend beyond 11pm

- In-hospital call stipend if the shift extends beyond 11pm

WEEKENDS

Each resident must have 2 complete weekends off per 28 days; including Friday night/Saturday morning as well as Saturday and Sunday.

ALTERNATE CALL MODELS

PARO encourages residents and programs to consider how call is structured in order to optimize training and mitigate fatigue. If residents and the program are in agreement that a non-traditional schedule would work best, an alternate call model can be implemented with formal approval from PARO and OTH. By formalizing an agreement, we can ensure that there is an established process for monitoring and revising the model and for ironing out issues such as Call Stipends.

If you are considering an alternate model of call, contact PARO for further assistance in the planning process.

VACATION

- Residents are entitled to 4 weeks of paid vacation per year. A week of vacation is defined as 5 working days plus 2 weekend days.

- Vacation requests must be submitted at least 4 weeks before the proposed start of vacation, however it is helpful to submit earlier than the required 4 weeks to facilitate timely distribution of the schedule.

- All requests must be confirmed or alternate times agreed to within 2 weeks of the request being made. Where a request is denied, it must be in writing and include the reasons for rejecting the request.

- Residents cannot be post-call the first day of vacation.

- The hospital shall not institute policies that restrict the amount of vacation that residents can take over a given rotation, i.e. blanket policies.

- Vacation cannot be revoked once approved, unless agreed to by the affected resident.

- Where a resident has requested vacation, and the request has been denied due to professional and patient care responsibilities, or the resident has not been offered a reasonable alternative, and as a result the resident has been unable to take their annual vacation entitlement, the resident is entitled to carry over up to two weeks' vacation entitlement to the following year.

PROFESSIONAL LEAVE

- Residents are entitled to 7 working days per year for professional leave, for educational purposes, to be used at their discretion (provided that professional and patient responsibilities are met). Residents DO NOT need to be attending a seminar, course or conference, and do not need to provide proof of what the day was used for.

EXAM PREP
In addition

- Subject to operational requirements, residents can request not to be placed on call for 14 days prior to the CFPC or RCPSC certification exams.

In addition

- Subject to operational requirements, residents can request for 7 consecutive days off during one of the four weeks

preceding a CFPC or RCPSC certification exam. A resident may choose to split the 7 days off between the oral and written components of the certification exam.

In addition
- Subject only to operational requirements and at the request of a resident, a resident will not be scheduled for call duties for a period of up to 10 days prior to an exam that is a required prerequisite to a CFPC or RCPSC certification examination. e.g. RCPSC Foundations of Surgery Exam.

EXAM LEAVE
- Residents are entitled to take paid leave for the purpose of taking any Canadian or American professional certification exam, including the date(s) of the exam and reasonable travel time to and from the exam site.

STATUATORY HOLIDAYS & LIEU TIME

All residents are entitled to the following recognized holidays:
- New Year's Day
- Family Day
- Good Friday
- Victoria Day
- Canada Day
- August Civic Holiday
- Labour Day
- Thanksgiving Day
- Christmas Day
- Boxing Day
- One floating holiday

Christmas/New Year's Period: Residents are entitled to at least 5 consecutive days off during the 12 day period that encompasses Christmas Day, New Year's Day and 2 full weekend days.

Lieu Days: Where a resident works any part of a recognized holiday, including being post-call or scheduled for home call, the resident is entitled to a lieu day to be taken within 90 days of the holiday worked which may extend into a new year. There is no minimum amount of time spent on call or providing patient care required to qualify for the lieu day, as long as you are scheduled for call or work on all or part of that holiday.

Residents do not receive additional lieu time for working on Christmas Day, Boxing Day or New Year's Day as those days are included as part of their 5 consecutive days off.

Religious Holidays: Programs have a duty to accommodate religious holidays not listed in the Collective Agreement to the point of undue hardship (factors such as patient safety, service requirements and a resident's training requirements will be considered).

PARKING

When residents are required to travel between sites or return to a site for *clinical duties*, the residents will be reimbursed the cost of parking associated with the time spent at the second or subsequent sites, provided that the distance travelled between sites exceeds 1km.

PARO HELPLINE: 1-866-HELP-DOC

24-hour confidential support service for residents, medical students, their partners and families. All calls are strictly confidential.

Additional Questions? Feel free to contact the PARO office:

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www.myparo.ca
Tel: (416) 979-1182
Toll Free: 1-877-979-1183

PARO
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love of medicine