

POSTGRADUATE EDUCATION COMMITTEE OF COFM

LEAVES FROM ONTARIO POSTGRADUATE RESIDENCY PROGRAMS

Approved May 17, 2007
Reviewed October 22, 2009

Guidelines set out by the Royal College of Physician and Surgeons of Canada and the College of Family Physicians of Canada govern the length of residency training for each program. Residents are expected to fulfil the time requirements as well as meeting the goals and objectives of training.

It is understood for those residents who maintain a current level of appointment in a residency program that a resident:

1. will return to a residency program following a leave of absence; and
2. is still registered with the program, notwithstanding his/her inactivity, hence s/he is still expected to 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 a resident's appointment in the program.

It is anticipated that the required training time missed or rotations missed will be made up with equivalent time in the residency on the resident's return to the program. Normally all residents will be required to complete all mandatory and elective components of the program. Exemptions from the time requirements fall within the jurisdiction of the RCPSC and the CPFC, and may be granted by the RCPSC and CPFC upon recommendation by the Post-Graduate Dean. Normally residents will return to the program at the same level as when the leave was taken.

RETURNING TO THE PROGRAM

The resident will provide a written medical certificate from his/her treating physician indicating the resident's capability and fitness to return to the program from a medical leave. The Program Director or the Postgraduate Medical Education Office may wish to request an additional independent medical opinion to ensure the resident's capability to resume his/her residency program.

The Program Director, in discussion with the returning resident, should determine:

3. the appropriate residency level to which the resident might return following the leave (depending upon the length of leave this would normally at the same level as at the time of leave); and

4. the necessary educational experiences for the resident to complete the residency requirements and objectives.

If a modified program is required, it must be submitted to and approved by the Program Residency Training Committee and the Postgraduate Medical Education Office.

(II) **UNPAID LEAVES**

1. **EDUCATIONAL LEAVES**

A resident may request an educational leave on the basis that the time away from the residency program is relevant to his/her current program. This must have the support of the resident's Program Director, and the approval of the Postgraduate Dean or designate.

The maximum educational leave period is usually one year. Leaves beyond one year will be assessed by the Program Director, and the Postgraduate Dean or designate. Refer to the PAIRO/CAHO Collective Agreement for details.

2. **COMPASSIONATE LEAVE**

A resident may request a leave because of a personal family situation or career uncertainty. These leaves will be considered on an individual basis by the Program Director in consultation with the Postgraduate Dean or designate.

The maximum compassionate leave period is normally six months.

3. **ADDITIONAL PARENTAL LEAVE**

The Program Director, in discussion with the returning resident, should determine:

1. the appropriate residency level to which the learner might return following the leave; and
2. the necessary educational experiences for the resident to complete the residency requirements and objectives.

The Postgraduate Dean or designate should be informed of the decision. Refer to the PAIRO/CAHO Collective Agreement for details.