



M E M O R A N D U M

TO: Program Directors, Program Administrative Assistants, Residents, PGME Staff

SUBJECT: Covid Sick time and Vacation time

FROM: Dr. Anurag Saxena, Associate Dean, PGME

DATE: January 21, 2022

This memo is in response to concerns regarding the increase in positive covid infections in the resident population; how to report and the impact on learning/employment and resident vacation time.

TIME OFF DUE TO COVID ILLNESS:

Process:

Residents who need to self-isolate or be quarantined:

- Resident is to notify Program Director (via Program Administrative Assistant if necessary) that self-isolation or quarantine is necessary
- Program will contact PGME office to let them know name of resident
- PGME and the College of Medicine will determine if any further notification is required for public safety reasons

Educational Impact:

- All efforts will be made to ensure that residents who must self-isolate or be quarantined do not suffer unnecessary extension of training
- Programs and PGME will work together to determine how residents can adjust their learning to attain required competencies within existing timeframes. It is possible in rare cases that given the time away from the program may require an extension, but all efforts will be made to ensure acquisition of competencies within the original time frame.
- Many departments and programs are making decisions regarding learner presence and we will keep you informed in a timely manner.

Employment Impact:

- Residents under self-isolation or quarantine will remain on salaried pay throughout (there will be no change or stoppage to pay).
- Residents will not be required to use sick days, vacation days or any leave days while in isolation or quarantine.

- All efforts will be made to not ask other residents to “fill the gap” in call schedules caused by residents requiring isolation or quarantine. In instances where there are not enough staff physicians to provide service resulting in residents being asked to work excess call, all relevant articles of the collective agreement apply: residents must be asked to work excess call before scheduling and can say no if it is not feasible; and any excess call will be compensated as outlined in the collective agreement.

RESIDENT VACATION TIME:

This is to strongly emphasize that residents are allowed and encouraged to use their vacations to the maximum degree (without forcing vacations and with no additional impact on their learning) before the end of this academic year, June 30, 2022. Vacations not used prior to the end of employment (end of residency) need to be paid out and carry a significant impact on PGME and programs’ resources and abilities. We need to work together taking into account different perspectives, including but not limited to, individual learning, individual well-being, impact on other learners and faculty, rights and responsibilities and organizational health and sustainability.

PGME office is available to assist please reach out to Jennifer.dybvig@usask.ca for questions regarding vacation; reola.mathieu@usask.ca regarding covid related time away.

Sincerely,



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