



To: Program Directors, Program Administrators and Residents
From: Postgraduate Medical Education and Resident Doctors of Saskatchewan
RE: Scheduling the Seasonal Slowdown
Date: August 23, 2023

To assist with scheduling the Seasonal Slowdown period, Postgraduate Medical Education (PGME) and Resident Doctors of Saskatchewan (RDoS) have collaboratively written this memo to highlight scheduling requirements between December 20, 2023 - January 5, 2024.

As per [Article 11.7](#) of the collective agreement, each resident shall receive six consecutive calendar days off from work anytime between December 20, 2023 to January 5, 2024. Residents will be scheduled normally prior to and following their six consecutive days off. Call frequency maximums remain in effect. Residents who are post-call on their first of six consecutive calendar days off will receive an additional day in lieu, provided they were receiving only six consecutive days off.

December 25 and 26, 2023 and January 1, 2024 are [statutory holidays](#) in the USask/RDoS agreement, thus only those residents scheduled to be on-call are expected to be at work those days as they are not regular working days. Only residents scheduled for call duties will go in to work on December 25 and 26, and January 1. However, recognizing that as per Article 11.7, the six consecutive days off are provided in lieu of stat holiday benefits; if a resident is scheduled to work on-call any of those three stat holidays, they will receive regular pay rather than the usual stat holiday benefit (no extra days in lieu or time and half pay) provided that they also get their six consecutive calendar days off work within the seasonal slowdown period.

Please note that any regular weekdays (except stats) during a resident's six consecutive days off during seasonal slowdown count as non-academic time away from the program as per PGME's policy on [Non-Academic Time Away from the Program](#). However, the three stat holidays on December 25, 26, and January 1, do not count as non-academic time away from the program, and neither do any weekends.

Residents may request additional vacation time during the seasonal slowdown, which is at the discretion of the Program Director to approve or disapprove as per usual collective agreement requirements. All residents, however, must have six consecutive days off anytime between December 20 - January 5.

Collective Agreement Article 11.7

"Subject to patient care requirements as determined by the College of Medicine, Residents will receive six (6) consecutive calendar days off duty with pay in lieu of the Christmas and New Year's Day statutory holidays. Any additional time off contiguous with the six (6) days shall be at the discretion of the College of Medicine. Residents who are post call on their first of six (6)

consecutive calendar days off will receive an additional day in lieu, provided they were receiving only six (6) consecutive days off.

It is agreed and understood that this provision takes advantage of the traditional seasonal slowdown in health services to afford Residents with a period of rest and reflection away from their regular duties between December 20 and January 5. The Employer will attempt to accommodate the interests of Residents in the observation of their religious holidays. Accommodation of religious holidays which are in addition to the holidays provided for in the Collective Agreement will be taken as Vacation Leave (Article 12.0), day in lieu of statutory holiday worked (Article 11.2), Family or Personal Responsibility Leave (Article 13.8).

There shall be no additional payment or time off for Residents who have worked on any statutory holiday between December 20 and January 5, provided they have received their six (6) day block as described above. The parties recognize that this provision represents a special situation and that regular work week and weekend is to be maintained in the duty schedule prior to and/or after the six (6) day block. Residents and Program Directors will mutually determine the necessary adjustments to duty schedules to implement this clause in a manner consistent with Article 9.”

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			Dec 20 Regular Weekday Residents work unless on 6 days off	21 Regular Weekday Residents work unless on 6 days off	22 Regular Weekday Residents work unless on 6 days off	23 Regular Weekend Only residents on-call work
24 Regular Weekend Only residents on-call work	25 Christmas Day Stat Only residents on-call work No stat benefit	26 Boxing Day Stat Only residents on-call work No stat benefit	27 Regular Weekday Residents work unless on 6 days off	28 Regular Weekday Residents work unless on 6 days off	29 Regular Weekday Residents work unless on 6 days off	30 Regular Weekend Only residents on-call work
31 Regular Weekend Only residents on-call work	Jan 1 New Year's Day Stat Only residents on-call work No stat benefit	2 Regular Weekday Residents work unless on 6 days off	3 Regular Weekday Residents work unless on 6 days off	4 Regular Weekday Residents work unless on 6 days off	5 Regular Weekday Residents work unless on 6 days off	

Please contact PGME at 306-966-1864 or RDoS at Office@ResidentDoctorsSK.ca should you have questions.