



Policy Name	Vacation Blocks
Application/ Scope	All Post Graduate Medical Education Programs
Approved (Date)	PGME Executive Committee: July 30, 2013; October 20, 2020
Review Date	Five (5) years from approved date
Revised (Date)	PGME Executive September 16, 2014
Approved By	Faculty Executive Council: Sept. 10, 2013, College Executive Committee: April 27, 2021

BACKGROUND

Vacation contributes significantly to resident well-being. Consistent with the PARIM Collective Agreement, residents are allowed vacation in blocks of two (2) weeks or four (4) weeks and receive a total of twenty (20) working days annual vacation with pay. Any other arrangement must be approved by the Home Residency Program Director.

DEFINITIONS

Academic Year – is the time interval that commences July 1st and finishes June 30th and constitutes thirteen (13) four (4)-week blocks of training for residents. In a hybrid competency-based medical education model of learning, a trainee may be out-of-phase and may have a starting date other than July 1st and will be promoted to the next stage of training based on attainment of milestones, EPAs and competencies

Block – is one (1) of thirteen (13) time intervals within each academic year. With the exception of Block one (1), Block seven (7) (Winter Holiday) and Block thirteen (13), all blocks consist of four (4)-week intervals of training and are considered equivalent for the purpose of scheduling educational activities for residents in the hybrid competency-based medical education model

CFPC – College of Family Physicians of Canada

Home Residency Program – the Residency Program in which the Resident is based

Host Residency Program – Is the program providing an off-service rotation to a resident from a different Residency Program

Off-Service Rotation – is a rotation usually residing in a Clinical Section/Department/Residency Program other than that in which the resident's Home Residency Program resides

PARIM – Professional Association of Residents and Interns of Manitoba

RCPSC – Royal College of Physicians and Surgeons of Canada

Vacation – is the entitled time (four (4) weeks) away from resident training during the academic year (July 1-June 30)

1. PURPOSE

- 1.1 Provide specific guidelines regarding resident vacation

Appendix 1:

2. POLICY STATEMENTS

- 2.1 Each resident will receive a four (4) week vacation with pay for each academic year to be taken within the same academic year, i.e. between July 1 of the calendar year and June 30 of the following calendar year
- 2.2 Vacation should be taken during home rotation blocks, except in unusual circumstances and approved by the Host Program (e.g. a Residency Program with consecutive, lengthy, off-service rotations, would require vacation to be taken during one of the off-service rotations to ensure vacation is taken within the academic year)
- 2.3 In the event that a resident is in voluntary unpaid status for any portion of the academic year by reason other than maternity, paternity, parental or adoptive leave, vacation will be provided on a pro-rata basis
- 2.4 There is no reduction of vacation entitlement for residents who take maternity leave or parental leave
- 2.5 Vacation cannot be rolled over or stockpiled to the next academic year, with the following exception:
 - 2.5.1 If maternity, paternity, parental or adoptive leave, is taken to the fullest extent, and vacation days remain which cannot be accommodated within the academic year, the residents will be allowed to carry over the vacation time
- 2.6 A rollover of vacation days from one academic year to the next may impact and extend the length of training of the resident in the Residency Program

3. PROCEDURES

- 3.1 As per the PARIM Collective agreement, the scheduling of the four (4) weeks of vacation will be decided normally in advance prior to the commencement of the academic year, namely July 1, but in no case later than September 15, by consultation between the residents on a particular service and the resident's Home Program Director
- 3.2 Where a resident does not indicate a preference for a particular vacation period this may result in vacation being scheduled by the Residency Program Director or designate
- 3.3 It is incumbent on Residency Program Directors to discuss and counsel residents regarding vacation entitlement and timing, with respect to the PARIM Collective Agreement currently in effect, particularly when residents take maternity, parental or adoption leave or any other leave of absence

POLICY CONTACT: Associate Dean, Postgraduate Medical Education

REFERENCES

PARIM Collective Agreement, <https://www.parim.org/residency/contract/>