

University of Alberta Policy on Leave of Absence from Residency Training

A. Policy on leave of absence from residency training.

1. Circumstances that qualify residents for a leave of absence are:
 - Maternity/paternity/adoption/parental leave
 - Sick leave
 - Compassionate leave
 - Educational leave
 - Others at the discretion of the Residency Program Director and the Associate Dean, Postgraduate Medical Education
2. It is understood for those residents who maintain a current level of appointment in a residency program that a resident:
 - will return to a residency program following a leave of absence, and
 - is still registered with the program, notwithstanding his/her inactivity, and is still expected to maintain a standard of conduct in keeping with the standards of the residency program, the University and the medical profession.
3. Failure to meet these obligations may result in the withdrawal of a resident's appointment to the program.
4. Salary continuation during leave of absence is determined by the CAHCA/PARA Agreement.
5. On the recommendation of the Residency Program Director, the Associate Dean, Postgraduate Medical Education may grant a leave of absence with the understanding that the promotion/graduation date will move forward by an amount of time equal to the leave.
6. Programs must track absences and report any absence equal or greater than one block or four weeks per academic year to the PGME office. The request must be accompanied by:
 - an approval request for a leave of absence,
 - the recommendation from the Residency Program Director
 - a revised promotion/graduation date.
7. When a resident is granted a leave of absence for poor health and/or psychological reasons the resident should receive appropriate care and support. Such residents should not return to work until ready. Therefore, a condition of returning to work, the Residency Program Director may require a declaration of readiness from a physician and/or other health care provider.
8. Residents on leave of absence will not be permitted to participate in paid on-call schedules without the explicit approval of the Residency Program Director. Where necessary the Residency Program Director can request an independent medical and/or a psychological opinion before granting such permission. When granting this permission the Residency Program Director can restrict the number of hours that the resident is doing as a paid on-call physician.
9. Where possible, it is the resident's professional responsibility to ensure that the appropriate people are notified of the leave of absence.