

## Regular Duty Hours and Weekends/ Call Stipends

Resident duty hours include patient care and service, clinical experience and mandatory academic pursuits. These four areas of resident physician engagement are specifically noted in the duty hours "definition", regular and on call. For this reason, any **mandatory** academic sessions must either be held during and considered to be regular duty hours or administered and compensated as on-call hours when held outside regular duty hours.

Article 14.01 sets out to define duty and on-call hours as providing "a balance of patient care, service, clinical experience and academic pursuits." Therefore article 14.02 (c) applies:

No Resident shall be scheduled or required to work any hours on Saturday, Sunday, or Named Holidays (weekend days) with the following exceptions:

1. Where the Resident is scheduled as on-call
2. Where the Resident is scheduled for an Emergency Medicine shift, as part of an Emergency Medicine rotation
3. Where a Resident is not scheduled as on-call on a weekend day, a stipend of \$100 shall be paid to a Resident required to perform patient rounds on an assigned hospital service during a weekend day. Any individual Resident shall collect no more than one stipend amount per day, and the stipend amount shall be paid no more than once per day for any individual service at a hospital site.

Elsewhere in the contract resident physicians' dual roles as learner (academic work) and health-care provider (patient care) is noted and the inextricability of these roles is also emphasized; the educational requirements of residents cannot be separated from the training and practice of residents:

- 3.04 It is recognized that the primary focus of Resident programs will always be educationally based on programs accredited by the College of Family Physicians and Royal College of Physicians and Surgeons of Canada. However, Residents are physicians, working under the supervision of qualified physician preceptors within Member Facilities and other community settings, and therefore also deliver valuable patient services during their educational program.
- 3.05 The Parties, PARA and the Authorities, recognize the unique and diverse roles which Residents play and acknowledge that the multiplicity of roles is fundamental to the training of Residents. In most of these roles, Residents serve as direct providers of clinical service within the Member Facility/ University structure in recognition for which they receive remuneration. The parties further acknowledge that these roles, although distinguishable for the purposes of discussion, are inextricably bound together in the training and practice of Residents. Notwithstanding Article 3.04 the role of Residents in the Member Facility/ University has a significant clinical component, which involves the development of the ability to make independent clinical decisions commensurate with the level of training.