The Professional Association of Residents of Ontario

YOUR PROFESSIONAL ORGANIZATION
Our Mission:

PARO’s priority is to advocate on behalf of its members, addressing professional and educational concerns in order to optimize the training and working experience of Ontario’s newest doctors thus ensuring that patients receive the best possible medical care.
Who are PARO Members?

- PARO members are post-graduate medical trainees registered in approved university programs, participating in accredited training programs leading to licensure and/or certification by either the RCPSC or the CFPC.
- Our members are located at six university sites in over 200 different hospitals or clinics all over the province.
What is a Resident?

We are Doctors training to be specialists. As part of the future of medicine, we strongly believe that:

• We don’t intimidate, harass or devalue people
• We lead the way we want to be led
• We support and mentor members of the team
• We speak up when things negatively affect the workplace
• We give and receive effective feedback
• We are clear on expectations and are aware of our limitations
• We collaborate to get to better team and patient results
• We foster our shared love of medicine.
PARO Keys to Success

Optimal Working Conditions
- Enjoy working and learning in a safe, respectful and healthy environment

Optimal Training
- Feel confident to succeed and competent to achieve excellence in patient care

Optimal Transitions
- Able to make informed career choices, have equitable access to practice opportunities and acquire practice management skills for residency and beyond
Top Three Tips for Residency

1. Create a strong support network of family and friends
2. Manage your wellness
3. Book vacation time

*TIP!* – check out our “Welcome to Residency” podcasts on myparo.ca
Residency can be stressful and difficult at times. PARO has supports and programs to help you thrive

- Strategies to achieve optimal success in training
- Social events to allow for networking and sharing of experiences
- Help if you are emotionally distressed
The intensity of residency can be stressful for you and your family

The PARO Helpline is:

- An anonymous helpline referral service
- Available 24/7 and 100% Confidential
- Staffed by Toronto Distress Centre volunteers trained by PARO

- Make use of this valuable resource and tell your family about it
- Recommend the service to your resident and medical student colleagues

1-866-HELP-DOC
PARO is YOUR Organization

Contact PARO to seek clarification about contract or non-contract related issues

Think of PARO as your “GO TO” Organization!

At the PARO office we have a professional experienced staff to help or refer you to the resources you need
PARO/CAHO Collective Agreement

- Call Schedules, Duty Hours
- Compensation and Benefits
- Resolution Processes
- Vacation and other Leaves
- Call Stipends
## Contract Highlights - Call

<table>
<thead>
<tr>
<th>In Hospital Call</th>
<th>Home Call</th>
<th>Other</th>
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<tbody>
<tr>
<td>✔️ The maximum is 1 in 4</td>
<td>✔️ The maximum is 1 in 3</td>
<td>✔️ Call maximums are based upon the total number of days ON service</td>
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<tr>
<td>✔️ In hospital call is generally 24h + 2h handover, home after handover (no clinical or academic responsibilities).</td>
<td>✔️ Can’t be on home call 2 consecutive weekends.</td>
<td>✔️ Residents are not expected to round on weekends unless they are on call.</td>
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<tr>
<td>✔️ Residents must have at least 2 weekends off per 28 days, including Friday night, Saturday morning, and Saturday &amp; Sunday.</td>
<td>✔️ When on home call, residents get a post-call day if work in the hospital begins after midnight but before 6 am, OR if the resident works at least 4 consecutive hours, at least one of which is after midnight.</td>
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</table>
Contract Highlights – Shift Work

• Mostly applicable to ER, ICU and Obstetrics.
• Max 60 hours / week, including all clinical duties and academic time (e.g. Academic half day).
• Minimum 12 hours free of all scheduled clinical activities between shifts.
Contract Highlights – Call Stipends

- In hospital Call = $116.00
- Home call = $58.00
- Qualifying shift (for shift-based services only) = $58.00
  (Shifts that go at least one hour past midnight and before 6am – only applicable on a shift-based service where residents have no regular clinical hours)
- Home call converted to in hospital (4 hours in hospital + more than 1 hour past midnight but before 6am) = $116.00
- Submit your call stipend claims within 30 days from the end of that call month!
- Refer to the Contract FAQ on the PARO website, myparo.ca for more information
Contract Highlights - Vacation & Professional Leave

• Residents are entitled to four weeks of vacation each year (five weekdays + two weekend days)
  ➢ Requests for vacation must be made at least four weeks in advance
  ➢ Taken in one week increments, can start on any day
  ➢ Blanket vacation policies restricting the number of days are not permitted

• Seven Professional Leave Days
  ➢ Working days
  ➢ To be used for educational purposes at the discretion of the resident
  ➢ Residents are not required to provide proof for the use of PL days

• Additional time may be taken for writing any Canadian or American professional certification exam, including reasonable travel time to and from the exam site
Contract Highlights – Statutory Holidays

All Residents are entitled to the following holidays:

<table>
<thead>
<tr>
<th>Calendar</th>
<th>January</th>
<th>February</th>
<th>March</th>
<th>April</th>
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<tbody>
<tr>
<td></td>
<td>New Year’s Day</td>
<td>Family Day</td>
<td>Good Friday</td>
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<td></td>
<td>(Included in 5 consecutive days off)</td>
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<tr>
<td>March</td>
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<td>July</td>
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<td></td>
<td></td>
<td>Canada Day</td>
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<td>April</td>
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<td>May</td>
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<td>June</td>
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<td></td>
<td>Victoria Day</td>
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<tr>
<td>September</td>
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<td>October</td>
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<tr>
<td></td>
<td>Labour Day</td>
<td>Thanksgiving Day</td>
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<tr>
<td>November</td>
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| December   | Christmas Day            |
|            | Boxing Day               |
|            | (Included in 5 consecutive days off) |

Floating Day
Contract Highlights – Pregnancy & Parental Leave

Visit the PARO website for information about Pregnancy and Parental Leave benefits or contact the PARO Office.
Contract Highlights – Benefits

- As a resident, you are entitled to Extended Healthcare and Long Term Disability Benefits
- Although negotiated through the PARO/CAHO Agreement, your benefit plan is administered through your University Payroll Centre
# Contract Highlights – Who to Contact for Benefit Information

<table>
<thead>
<tr>
<th>Payroll, Post Grad or Benefit Offices</th>
<th>Phone Number</th>
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<tbody>
<tr>
<td>Toronto</td>
<td>(416) 978-6976</td>
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<tr>
<td>Western</td>
<td>(519) 685-8500 ext. 32554</td>
</tr>
<tr>
<td>McMaster</td>
<td>(905) 393-2700</td>
</tr>
<tr>
<td>Ottawa</td>
<td>(613) 562-5800 ext. 1656</td>
</tr>
<tr>
<td>Queens</td>
<td>(613) 549-6666 ext. 2365</td>
</tr>
<tr>
<td>NOSM East</td>
<td>(705) 662-7138</td>
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<tr>
<td>NOSM West</td>
<td>(807) 766-7508</td>
</tr>
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</table>
Your Current PARO Team

Julia Creider  Chris Davis  Vlad Diaconita  Shruti Gupta  TJ Leeper
Jelena Lukovic  Kevinjeet Mahngar  Raj Rai  Shemer Ratner  Steven Sato
Marina Spudic  Jane Thornton  Takis Tryphonopoulos  Erik van Oosten
Social Events and Local Initiatives

- Pub Nights
- Halloween Party
- Trivia Nights
- Movie Nights
- Resident Wellness Day
- Spring Fling
- Open Mic Night
Local Committee Representation:

We represent you at various committees at the University level including:

• Postgraduate Medical Education Committee
• Medical Advisory Committee
• Resident Relations Committee
• Postgraduate Education Advisory Board
• Internal Review Subcommittee
• Postgraduate Education Awards Committee
• Postgraduate HUGO Committee
• E-Practice Committee
• And many others…….
PGY1 Welcome Social

PGY1 ORIENTATION DAY SOCIAL

Date: Thursday, June 30th – TONIGHT!
Time: 8:00 pm
Location:
Barney’s
671 Richmond St.

Drinks and Apps will be provided
Come out and meet your new colleagues
SEE YOU THERE!
Contact PARO

Phone: 1-877-979-1183
Email: paro@paroteam.ca
Website: myparo.ca

Contact your Local Site Chair:

Shemer Ratner
sratner@paroteam.ca