

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.

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.

Who are PARO Members?

- PARO members are individuals training in RCPSC or CFPC accredited specialty training programs leading to certification by the RCPSC or CFPC.
- Our members are located at six university sites in over 200 different hospitals or clinics all over the the province.

PARO's 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” videos on myparo.ca

Support When & Where You Need It

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

PARO 24-Hour Helpline

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

Vacation and
other Leaves

Resolution
Processes

Call
Stipends



PARO

Contract Highlights - Call

In Hospital Call	Home Call	Other
<ul style="list-style-type: none">✓ The maximum is 1 in 4✓ In hospital call is generally 24h + 2h handover, home after handover (no clinical or academic responsibilities).✓ Residents must have at least 2 weekends off per 28 days, including Friday night, Saturday morning, and Saturday & Sunday.	<ul style="list-style-type: none">✓ The maximum is 1 in 3✓ Can't be on home call 2 consecutive weekends.✓ When on home call, residents get a post-call day if work in the hospital begins after midnight but before 6 am, <u>OR</u> if the resident works at least 4 consecutive hours, at least one of which is after midnight.	<ul style="list-style-type: none">✓ Call maximums are based upon the total number of days ON service✓ Residents are not expected to round on weekends unless they are on call.

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 = \$127.60
Home call = \$63.80
- Qualifying shift (for shift-based services only) = \$63.80
(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) = \$127.60
- 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 – Salary Scale & Call Stipend Changes

POSITION/ CLASSIFICATION	EFFECTIVE JULY 1, 2017	EFFECTIVE JULY 1, 2018	EFFECTIVE JULY 1, 2019
PGY1	\$57,967.29	\$59,068.67	\$60,397.72
PGY2	\$64,088.23	\$65,081.60	\$66,318.15
PGY3	\$69,032.97	\$69,999.43	\$71,224.42
PGY4	\$74,205.21	\$75,540.91	\$77,165.04
PGY5	\$79,5231.73	\$80,637.06	\$82,048.21
PGY6	\$84,042.16	\$85,218.75	\$86,710.08
PGY7	\$87,268.84	\$88,490.61	\$90,039.20
PGY8	\$92,075.63	\$93,364.69	\$94,998.57
PGY9	\$96,882.43	\$98,238.78	\$99,957.96

TYPE	CURRENT CALL STIPEND	EFFECTIVE JULY 1, 2018	WEEKEND CALL EFFECTIVE JULY 1, 2019
In-hospital	\$116.00	\$127.60	\$140.36
Home Call	\$58.00	\$63.80	\$70.18
Qualifying Stipend	\$58.00	\$63.80	\$70.18

Contract Highlights - Vacation

- 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 or less and can start on any day
 - Blanket vacation policies restricting the number of days are not permitted

Contract Highlights - Professional Leave

- **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
- **Time off for Certification Exam Prep**
 - Subject to operational requirements and at your request, you will not be scheduled for call for up to 14 days before the CFPC or RCPSC certification exam.
 - Also subject to operational requirements and at your request, you will be granted up to 7 consecutive days off during one of the four weeks preceding a CPFC or RCPSC certification exam.
 - This time is in addition to your other professional leave.
- 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:

Calendar			
January New Year's Day (Included in 5 consecutive days off)	February Family Day	March Good Friday	April
May Victoria Day	June	July Canada Day	August Civic Holiday
September Labour Day	October Thanksgiving Day	November	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 by PARO, your benefit plan is administered through your University Payroll Centre



Contract Highlights –

Who to Contact for Benefit Information

Payroll, Post Grad or Benefit Offices	
Toronto	(416) 978-6976
Western	(519) 685-8500 ext. 32554
McMaster	(905) 393-2700
Ottawa	(613) 562-5800 ext. 1656
Queen's	(613) 549-6666 ext. 2365
NOSM	(705) 662-7280

Western PARO Highlights 2017-2018

- Pilot site for investigative approach to the Contract
- Pilot project to reduce non-urgent overnight pages on CTU at UH
- **Active resident representation** on many committees: PGME, Resident Relations Committee, Medical Advisory Committee, etc.
- **Many successful social events:** Halloween party, Winter Classic, Knights' game, Yoga, Skating, Bowling, Wellness Day, Movie night





WELCOME TO WESTERN!

Come mingle with your fellow new residents at Lonestar Grill, then follow us across the street to Joe Kool's where Western residents will show you a good time and welcome you to London!

Enjoy a drink and some snacks on us.

Lonestar Grill

(660 Richmond Street)

Friday, June 29th

7pm

Joe Kool's

(595 Richmond St)

8:30-midnight!

Questions? Contact Leah at lellingwood@paroteam.ca



Become Involved in PARO!

Encourage representation from all programs!
Interested in advocating for resident wellbeing?
Like organizing social events?
Self-motivated, proactive, organized, and
wanting to become more involved?

Nominations will open in July

Questions? Contact PARO

Phone: 1-877-979-1183
(Toronto: 416-979-1182)

Email: paro@paroteam.ca

Website: myparo.ca