



MEMORANDUM

TO: Program Directors, Program Administrative Assistants, Residents,
PGME Staff, RDoS

SUBJECT: UPDATE: COVID-19 Protocol complete – Sick time and Vacation time

FROM: Dr. Anurag Saxena, Associate Dean, PGME

DATE: May 17, 2024

With the ease of COVID-19 pandemic protocol, and no COVID-related public health orders in effect by the Saskatchewan Government, PGME has determined that programs are able to return to pre-pandemic employment and training standards.

Residents and Residency Training Programs should be aware of the following:

- Public Health still recommends immediate self-isolation for anyone who tests positive for COVID-19.
- **Effective July 1, 2024, Residents will be required to use sick days for COVID related illness.**
- Residents who began residency on or after July 1, 2022, can carry over a maximum of 10 unused vacation days per academic year or have the remaining unused days paid out at the end of each academic year, as per the [RDOS Collective Agreement article 12.3](#).
- Residents who began residency prior to July 1, 2022 (returning residents during the pandemic) continue to be allowed to carryover up to 20 unused vacation days per academic year until the end of their residency.
- Every attempt should be made to utilize as much vacation as can be used within the current academic year (all residents) to ensure that residents are getting the benefits of earned time off for rest.
- Residents are both employees and students in our organization. If required, the employer does have the right to schedule vacation time with appropriate notice. This would be highly undesirable; because from a learner perspective, forcing vacations may interfere with the rotations/ learning experiences and robust assessments.
- Vacation days are earned benefits which should be used to support learner success and well-being or must be paid out. Residents who end their residency training (for any reason) and are unable to use up their vacation prior to end date, will have their remaining vacation time paid out in full at the program's expense.