

PERSONAL & COMPASSIONATE LEAVE

DURING RESIDENCY

FREQUENTLY ASKED QUESTIONS

What is Personal or Compassionate Leave?

A Personal or Compassionate leave of absence can be considered when a resident may benefit from time off from training related to personal concerns. Examples include, but are not limited to when a resident feels uncertain about their career, and would prefer time away from their residency to help them decide on next steps.

For some circumstances, when a resident initially takes Emergency/Family/Bereavement leave and requires longer than the allotted time of five days, they may take Personal or Compassionate leave.

How long can I go on Personal or Compassionate Leave?

You can take a maximum of six months off.

Will I be paid during a Personal or Compassionate Leave?

No, you will not be paid during this Leave.

Will I have access to health benefits on Personal or Compassionate Leave?

You will not have access to health benefits during this Leave, but other resources, like the Postgraduate Wellness Office, are able to offer support during this time.

Who should I talk to if I want to take Personal or Compassionate Leave?

Personal or Compassionate Leave will be considered on an individual basis by the Program Director, in consultation with the Postgraduate Dean. You can also receive support from the Postgraduate Wellness Office before, during, and after returning from leaves of absence.



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Will I need to report my leave of absence to the College of Physicians and Surgeons of Ontario (CPSO)?

PGME will notify the CPSO of all interruptions in training greater than one week, as reported by the Program Director. As well, the CPSO will ask you to report on any gaps in training when applying for or renewing licenses. For more information, please review section 6 of [UofT's Post Graduate Medical Education's Guidelines for Residency Leaves of Absence and Training Waivers](#).

How can the Postgraduate Wellness Office help me?

The [Postgraduate Wellness Office](#) provides confidential guidance and support to residents and fellows.

The Wellness Directors can provide further information that is not included on this sheet.

The Wellness Consultants can provide psychotherapy and coaching for both personal and professional concerns you may be experiencing.

Who should I contact when I'm deciding to return to work?

When planning to return to work, it is important to contact your Program Director. Depending on the length of time you have been away, you and your Program Director may need to discuss the training level to which you will return, and the required competencies to be fulfilled according to the goals and objectives of your training program.

For more information on Personal or Compassionate leaves, please visit [UofT's Post Graduate Medical Education's Guidelines for Residency Leaves of Absence and Training Waivers](#).

This factsheet was completed in August 2020 and the information may be subject to change.

