

# PREGNANCY & PARENTAL LEAVE

*DURING RESIDENCY*

## FREQUENTLY ASKED QUESTIONS

### **What is Pregnancy/Parental Leave?**

You can take Pregnancy Leave if you will be away from work because you are pregnant or have recently given birth. As well, you can take Parental Leave to care for your newborn, or any child that comes into your custody or care.

### **How long can I go on Pregnancy/Parental Leave?**

When taking Parental Leave, it must start within 52 weeks of a birth or child coming into care. You are entitled to a maximum of 17 weeks if you are taking Pregnancy Leave; you are entitled to a maximum of 35 weeks of Parental Leave if Pregnancy Leave was taken, or a maximum of 37 weeks if Pregnancy Leave was not taken.

For more information on the length of Pregnancy and Parental leave, visit [\*PARO's Section 15 policy on Pregnancy and Parental Leave.\*](#)

### **How much notice do I need to give before going on Pregnancy/Parental Leave?**

When possible, you are expected to give four weeks' notice in order to ensure that professional and patient care responsibilities are met.

Your Program Director will provide the PGME/THPPA office with your Pregnancy/Parental Leave dates in writing.

*For more information on pregnancy and parental leave, please visit [PARO's Section 15 on Pregnancy and Parental Leaves](#) and [UofT's Post Graduate Medical Education's Guidelines for Residency Leaves of Absence and Training Waivers.](#)*



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**When should I apply for Pregnancy/Parental Leave benefits?** It is recommended that you apply through Service Canada as soon as possible after you stop working. If you wait more than four weeks after your last day of work to apply, you may lose benefits. For more information and to apply, please visit Service Canada's webpage on: Maternity & Parental Leave Benefits, here:

<https://www.canada.ca/en/services/benefits/ei/ei-maternity-parental.html>

**Will my benefits continue while on leave?** Yes, your benefits will continue while on leave. You are entitled to four weeks of paid vacation per year. Vacation entitlement accrues while on Pregnancy/Parental Leave such that a resident returning from a one-year Pregnancy/Parental Leave is entitled to four weeks of paid vacation in addition to the regular four week allotment. For more information on Vacation entitlement, please check [Section 2.d. of UofT's Post Graduate Medical Education's Guidelines for Residency Leaves of Absence and Training Waivers.](#)

**Will I be paid if I take Pregnancy/Parental leave?** Yes, the amount you receive depends on your insurable earnings before taxes in the previous 52 weeks or since the start of your last claim, whichever is shorter. After your Service Canada application is approved, you will receive your first payment about four weeks after you apply, provided you have submitted all required information. In addition, residents are eligible to receive a top-up supplementary benefit provided by The Toronto Hospitals' Postgraduate Payroll Association (THPPA) that provides the difference between the amount Service Canada provides, and 84% of your gross salary, for a maximum of 27 weeks (12 weeks for Parental Leave and 15 weeks for Pregnancy Leave). For more information on THPPA's Top-Up benefit and how to apply, please visit: [U of T's Post MD Education's Payroll Resources.](#)

## 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.

## What are my options if I have a pregnancy that ends in miscarriage or experience other complications?

Depending on your situation, there may be other types of leaves of absence available to you that may be more relevant. For more information, please check the medical leave and bereavement/emergency leave factsheets.

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

