



Relief of Duties Post-Call

PARO always reserves the right to rely on the strict language in the PARO-CAHO Collective Agreement, which requires residents to be relieved of their duties post-call.

Without prejudice to PARO's position that residents must be relieved of their duties and reserving our right to rely on that strict language, PARO understands that there are circumstances in some services in which individual residents in fact continue to work while post-call.

In such circumstances, PARO requires that:

- i) the hospital and university determine that they have no concerns with respect to their liability for a resident continuing to work while not required to do so;
- ii) the hospital ensure that adequate resources and staff are in place such that it is clear that the resident is not required to continue to work; and,
- iii) the service confirms with the resident that he or she understands that he or she is not required to continue to work.

The PARO-CAHO Collective Agreement establishes minimum requirements. PARO is committed to create the best working conditions for residents, where resident learning together with patient safety remain front of mind.

We encourage services to implement best practices for Fatigue Risk Management. Supervising doctors have the obligation to create an environment where residents can make this declaration without worry or penalty, both in the short and long-terms. Hospitals have the obligation to ensure appropriate staffing levels to prevent residents from feeling responsible or obligated to provide care when fatigued and obtaining their rights under the PARO-CAHO Collective Agreement.

Hospitals should implement processes to encourage and facilitate declarations of fatigue, and ensure coverage is in place for residents to be relieved of duties post-call so that it is clear that the resident is not required to continue to work.

If you have any questions about the relief of duties post-call, please [email](#) the PARO office or phone 1-877-979-1183.