

FLEX DAY POLICY

Background:

As part of the most recent collective agreement between PAR-BC and HEABC (2010-2014) residents are entitled to Flex Days. The PAR-BC Contract and the UBC Postgraduate Medical Education Guideline on the Implementation of Flex Days provide general details regarding Flex Days, but specific details for operationalization have been delegated to each training program.

Purpose of Policy:

To provide further clarity on Flex Days specifically in the context of the UBC Internal Medicine Residency Training Program.

General Principles:

- 1) Residents are allowed 2 flex days per academic year.
- 2) The approval of the Flex Day request shall not be unreasonably withheld taking into consideration the operational and educational requirements of the Program and the stipulations outlined in the PAR-BC Contract and the UBC Postgraduate Medical Education Guideline on the Implementation of Flex Days.

Process:

Residents will submit the request for a Flex Day to the service chief (or their designee) of the rotation for approval.

Accountability:

In keeping with the expectations of our profession, Residents are entrusted to track and appropriately utilize their own Flex Days. Misuse of flex days would constitute a breach of professional responsibilities and the PAR-BC contract. Consequences could include remediation, probation or dismissal from the program for unprofessional conduct.

Important Notes:

The following information has been taken verbatim from the UBC Postgraduate Medical Education Guideline on the Implementation of Flex Days:

- 1) "If scheduling a flex day interferes with the resident's training then the request may be denied."
- 2) "The PGME Office at UBC has a requirement for residents to complete a minimum of 75% of a rotation in order to complete the rotation and have it count toward Royal College of Physicians and Surgeons of Canada or the College of Family Physicians of Canada requirements. Residents cannot use vacation time or any other leave time in such a way as to bring them below this threshold in any given rotation without risking a fail or incomplete in that rotation."