

Chief and Senior Resident Role Description

General Psychiatry Residency Program

Role Description

The Chief/Senior Resident position is a rewarding leadership and mentorship opportunity for residents in the Core of Discipline and Transition to Practice stage of training, typically PGY3, 4 and 5. This role allows residents to develop their knowledge and skills in medical education, leadership, management, advocacy, collaboration, and communication. Chief/Senior Residents working closely with other residents, clinical and education leadership at both the hospital site level and in the Psychiatry Residency Program.

As per the PARO-OTH Collective Agreement, the following definitions and responsibilities apply to Chief and Senior Residents:

17.1

A Chief Resident, for the purpose of administrative bonus, shall be defined as a resident who has responsibility for six (6) or more assistant residents. There will be only one (1) Chief Resident in a hospital department.

17.2

Senior Resident for the purpose of administrative bonus, shall be defined as a resident who is the most senior in an approved specialty/subspecialty training program within a clinical department or in a department with no Chief Resident who supervises clinical clerks, or residents, or has the responsibilities for administrative or educational duties.

Remuneration/Administrative Bonus

Administrative bonuses for Chief and Senior Residents will be approved by the Program Director as per PARO-OTH collective agreement.

<https://myparo.ca/your-contract/#administrative-bonuses>

Selection

Selection of Chief/Senior Residents will occur annually as per PG Director in collaboration with the hospital PIC/H (Psychiatrist-in-Chief/Head). Chief/Senior Residents must be in good standing with the residency program to serve in this capacity.

Protected Time

Chief/Senior Residents receive up to a half-day protected for their duties. Residents are advised to work with their PG Site Director and core rotation supervisors to flexibly integrate administrative and other Chief/Senior Resident duties with their other residency program responsibilities. In general, all residents must be present on their core rotations a minimum of 3-3.5 days per week, exclusive of their academic half-day and any other longitudinal experiences in residency training.

Responsibilities in collaboration with the residency program include:

- Call scheduling aligned with the RCPSC Psychiatry training requirement for after-hours coverage
- Approving vacations/leaves from a Chief Resident perspective
- Applying the PARO-OTH Collective Agreement as it pertains to working conditions, maximum duty hours, vacation/leaves along with any other items included in the PARO collective agreement related to the working/clinical environment for residents at the hospital site.
- Developing a working knowledge of hospital and residency program policies and procedures, particularly those related to wellness, safety, adverse events, learner experience, alongside ensuring residents know how to access said policies and procedures.

- Attending residency program meetings
 - RLC meetings with PD and APD
 - PRPC (for those Chief Residents selected by PD and APD)

Hospital site-based responsibilities

- Organizing and delivering orientation for new residents with the PG Site Director and hospital-based administrative coordinator
- Organizing site-based community building experiences such as resident lunch or other social events
- Sending out regular communications/e-mail(s) to resident body at the hospital site
- Facilitating resident teaching (along with the Undergraduate Site Coordinator/Lead) for Personality Disorders course and Narrative Curriculum as needed
- Co-facilitating PGY1 wellness curriculum during Transition to Discipline
- Attending site-specific meetings (either education-related or as resident representative)

Other Responsibilities include:

- Fostering collegiality and a sense of community among the residents at the site
- Being available to residents for support regarding issues with supervisors, work/life balance, wellness, learner experience, safety etc. on an ad hoc basis

- Forwarding or escalating concerns to appropriate individuals within the residency program
- Following up with residents when they are involved in a safety incident at the site
- Advocating for resident interests at multiple levels (rotation, hospital, program)
- Providing guidance/leadership through challenges that arise on-call, during rotations, etc.
- Liaising with PRAT (Psychiatry Residents Association of Toronto), specifically Senior Call Officers for call pool management
- Collaborating with the PG Site Director regarding concerns that arise with residents (e.g. professionalism issues)

Acronyms

APD – Associate Program Director

PD – Program Director

PG – Postgraduate

PARO-OTH – Professional Association of Residents of Ontario – Ontario Teaching Hospitals

PRAT – Psychiatry Residents' Association of Toronto

PRPC – Psychiatry Residency Program Committee

RCPSC – Royal College of Physicians and Surgeons of Ontario

RLC – Resident Leadership Council

<p>Prepared by: Resident Leadership, Program Director, and Associate Program Director 2020-21 Approved by PRPC: September 13, 2021, revised and electronically approved September 19, 2023 Date of next scheduled review: 2025</p>
