

Chief Resident Role Description

General Psychiatry Residency Program

Role Description

The Chief Resident position is a rewarding leadership and mentorship opportunity for residents in the Core of Discipline (COD) and Transition to Practice (TTP) 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 Residents work closely with other residents, clinical and education leadership at both the hospital site level and in the Psychiatry Residency Program.

As per the PARO 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.

Responsibilities include:

- Call scheduling
- Approving vacations/leaves from a Chief Resident perspective
- Applying the PARO-CAHO 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 PRPC meetings (for those Chief Residents selected by PD and APD)

Hospital site-based responsibilities

- 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
- Organizing and delivering orientation for new residents
- Facilitating resident teaching (along with the Undergraduate Site Coordinator) for Personality Disorders (PD) course and Narrative Curriculum if needed
- Co-facilitating PGY1 wellness curriculum during Transition to Discipline
- Attending site-specific meetings (either education-related or as resident representative)
- Attending residency program Chief Resident/Resident Leadership meetings with the Program and Associate Program Director

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 concerns to appropriate individuals within the residency program organization
- 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 Vice- Presidents for call pool management
- Collaborating with the PG Site Director regarding concerns that arise with residents (e.g. professionalism issues)

Remuneration/Administrative Bonus

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

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

Clinical Rotations

In general, given the key role that Chief Residents play in community and relationship-building, they should be on-site as much as possible.

Selected Chief/Senior Residents are expected to complete their clinical rotations (where available) at the hospital site where they are selected to be Chief Resident. Chief/Senior Residents in their final year of training (PGY5) are also expected to have most of their clinical rotations at the site where they are Chief/Senior Resident. As such, PGY5/TTP residents are encouraged to speak to the PG Site Director in advance of applying for the Chief Resident positions to discuss clinical rotations.

Selection

Selection of Chief/Senior Residents will occur annually as per Postgraduate Site Director in collaboration with the hospital PIC/Head (Psychiatrist-in-Chief/Head) or equivalent. Chief/Senior Residents must be in good academic standing with no academic performance or professional conduct concerns to serve in this capacity.

<p>Prepared by: Resident Leadership, Program Director, and Associate Program Director 2020-21 Approved by PRPC: September 13, 2021, revisions approved at PRPC June 3, 2024 Date of next scheduled review: 2027</p>
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