



Policy	Waivers of Training
Date Approved	December 15, 2022
Approved By	Postgraduate Medical Education Committee
Effective Date	December 15, 2022
Review to Commence	December 15, 2025
Responsible Portfolio/Unit/Committee	Postgraduate Medical Education Committee (PGMEC)
Responsible Officer(s)	Associate Dean, Postgraduate Medical Education
Relevant Policies	Leaves of Absence Policy Assessment, Promotion and Appeals Policy Reintegration Policy (in development) Transfers

Principles:

Residency training is a joint effort between the College of Family Physicians of Canada, the Royal College of Physicians and Surgeons of Canada, Universities, and the Ministry of Health. Time in residency training is balanced between educating residents while providing service to patients and contributing to the education of learners within the medical education system. The principles of residency education within a competency-based system facilitate an individualized approach to gaining the necessary competencies for independent practice. Training is no longer fully time-based, and as such, there may be exceptional circumstances that would warrant an early completion date.

As such, a Waiver of Training does not mean that a resident should assume that training would be shortened because they have performed well and would like to start independent practice earlier than the planned end of residency. Residents must be aware that commitments regarding any new employment or training position can only be timed for when their residency officially ends. Thus, only under rare circumstances would a resident be approved for a Waiver of Training. Many things would be considered in this decision, per the guidelines below. A decision not to grant a waiver of training cannot be appealed.

Guidelines:

1. Normally, all residents will be required to complete the full duration of the residency program.
2. The maximum amount of waiver of training are determined by the PGME office (see chart below)

3. Programs will have their own requirements that must be met.
4. Residents are entitled to know in advance how their performance will be assessed to qualify for a waiver of training. A waiver of training will be at the discretion of the Program Director and on the recommendation of the appropriate delegated committee (PGMEC/RAC/CC/RPC).
5. When reviewing a request for a waiver of training, the Program Director is encouraged to consider:
 - a. Any unsatisfactory borderline or incomplete rotation assessments.
 - b. Inconsistent attendance at academic activities training modifications which resulted in an overall dilution of the educational experience.
 - c. Any concerns about the academic professional behavioral an ethical performance of the resident.
 - d. performance across a range of assessments that may include but are not limited to EPAs, ITARS, OSCE, mini CEX, multiple choice examinations, oral examinations, short answer questions and in training examinations.
 - e. That all training objectives outlined by the respective college will be met by the end of training including all mandatory rotations.
 - f. The educational and patient care and professional responsibilities to the department and to the Ministry of Health.
 - g. Feedback from the resident's academic advisor and the competence committee.
6. Before forwarding a request for a waiver of training to the PGME office, the Program Director must ensure that:
 - a. The resident has demonstrated that they have fulfilled all the program's training requirements, including academic and core rotations, and achieved the competencies of their training program by the program's end date.
 - b. There is evidence that all competencies have been attained (refer to guideline 5, as above)
 - c. If the resident were to finish training early, clinical staffing would not be affected; a plan for mitigation of staffing shortage must be provided.
 - d. The criteria that they used in reviewing eligibility for the waiver of training is valid, transparent, and publicly available.

Fulfilling these requirements does not automatically grant a waiver of training

Application Process and Timelines

Applications for a waiver of training must be made in the final year of a resident's program.

Waivers must be submitted by January 31, of the final year. For off-cycle trainees, requests must be submitted five-months prior to proposed new end of training date.

The Associate Dean, Postgraduate Medical Education, on the recommendation of the Program Director, may under exceptional circumstances revoke an approved Waiver of Training. The decision is not appealable. Examples include but may not be limited to: failure to meet program requirements, a failed rotation/experience, unprofessional behaviour, a suspension.



Maximum Allowable Times for Institution Granted Waivers

1-year program: No waiver allowed
2 and 3-year programs: 6 weeks
Less than 1 - no waiver allowed

Family Medicine: 4 weeks
4–6-year programs: 3 months

Download form or request a copy from the [PGME Office](#)