



WAIVER OF TRAINING (Residents)

Guidelines

1. Normally all residents will be required to complete the full duration of the residency program after a leave of absence. However, the Associate Dean, PGME, on the recommendation of the resident's Program Director, may grant a Waiver of Training following an approved leave of absence in accordance with the policies of [the Royal College of Physicians and Surgeons of Canada](#) (RCPSC; See Policies and Procedures for Certification and Fellowship) and the [College of Family Physicians of Canada](#) (CFPC).
2. Residents are entitled to know, in advance, how their performance will be assessed in order for them to qualify for a Waiver of Training. A Waiver of Training will be at the discretion of the Program Director using the principles outlined here and those established by the respective training program.
3. Granting of a Waiver of Training after a leave of absence is considered to be the exception; programs and residents must not assume that a waiver will be approved and should plan the final year of training and graduation date accordingly.
4. A decision not to grant a Waiver of Training cannot be appealed.
5. When considering 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;
 - c. Training modifications which resulted in an overall dilution of the educational experience;
 - d. Any concerns about the academic, professional, behavioural, and ethical performance of the resident;
 - e. Performance across a range of assessments that may include but are not limited to OSCE, mini CEX, multiple choice examinations, oral examinations, short answer questions, and in-training examinations;
 - f. That all training objectives outlined by the respective College will be met by the end of training (including all mandatory rotations);
 - g. The educational and patient care and professional responsibilities to the Department and to the Ministry of Health.
6. A Waiver of Training does not mean that a resident can shorten training because they have performed well and would like to start practicing earlier than the planned end of the residency. Residents must be aware that commitments regarding any new employment or training position can only be timed for when their residency officially ends.
7. Before recommending a Waiver of Training the Program Director must be satisfied that the resident will achieve competence by the end of the final year of training. To promote valid and transparent decision making, all programs must make public the criteria they will use in granting a waiver of training.
8. A Waiver of Training request is **usually** submitted at the beginning of the final year of a resident's training and should be submitted no later than the program's recommendation for exam readiness (i.e., with the submission of the Confirmation of Training (CCT)). Requests for a Waiver of Training after a resident has written the certification exam will **not normally** be considered in accordance with the RCPSC and CFPC policies. If the respective policies change, the Associate Dean may consider a request for a Waiver of Training after the completion of the certification exam. In all cases, the Associate Dean will refer to the policies of the respective certifying College.
9. Residents who are granted a Waiver of Training and then go on to fail their certification examinations are not entitled to additional funding to extend their residency.

The CFPC has an expectation that a trainee will complete 24-months of training. The maximum amount of time for a Waiver of Training cannot exceed four-weeks. The CFPC will not accept a Waiver of Training for any enhanced skills program that is one year or less. The RCPSC has established guidelines for the maximum amount of a waiver that can be granted depending on the length of the program.

RCPSC and CFPC Maximum Allowable Times for Waivers:

1-year program – no waiver allowed	Family Medicine – 4 weeks
2 and 3-year programs – 6 weeks	4, 5 and 6-year programs – 3 months
Less than 1-year for remediation or enhanced skills - no waiver allowed	

