



**To:** Program Directors, Program Administrators and Residents  
**From:** Postgraduate Medical Education and Resident Doctors of Saskatchewan  
**RE:** Scheduling the Seasonal Slowdown  
**Date:** September 8, 2026

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To assist with scheduling the Seasonal Slowdown period, Postgraduate Medical Education (PGME) and Resident Doctors of Saskatchewan (RDoS) have collaboratively written this memo to highlight scheduling requirements between December 20- January 5.

As per [Article 11.7](#) of the collective agreement, each resident shall receive six consecutive calendar days off from work anytime between December 20 to January 5. Residents will be scheduled normally prior to and following their six consecutive days off. Call frequency maximums remain in effect. Residents who are post-call on their first of six consecutive calendar days off will receive an additional day in lieu, provided they were receiving only six consecutive days off.

December 25, 26 and January 1, are [Statutory Holidays](#) in the USask/RDoS agreement, thus only those residents scheduled to be on-call are expected to be at work those days as they are not regular working days. **Only residents scheduled for call duties will go in to work on December 25 and 26, and January 1.** However, recognizing that as per Article 11.7, the six consecutive days off are provided in lieu of stat holiday benefits; if a resident is scheduled to work on-call any of those three stat holidays, they will receive regular pay rather than the usual stat holiday benefit (no extra days in lieu or time and half pay) provided that they also get their six consecutive calendar days off work within the seasonal slowdown period.

Please note that any regular weekdays (except stats) during a resident's six consecutive days off during seasonal slowdown count as non-academic time away from the program as per PGME's policy on [Non-Academic Time Away from the Program](#). However, the three stat holidays on December 25, 26, and January 1, do not count as non-academic time away from the program, and neither do any weekends.

Residents may request additional vacation time during the seasonal slowdown, which is at the discretion of the Program Director to approve or disapprove as per usual collective agreement requirements.

#### **Collective Agreement Article 11.7**

*"Subject to patient care requirements as determined by the College of Medicine, Residents will receive six (6) consecutive calendar days off duty with pay in lieu of the Christmas and New Year's Day statutory holidays. Any additional time off contiguous with the six (6) days shall be at the discretion of the College of Medicine."*

*Residents who are post call on their first of six (6) consecutive calendar days off will receive an additional day in lieu to be scheduled any time in the corresponding academic year, provided they were receiving only six (6) consecutive days off.*

*It is agreed and understood that this provision takes advantage of the traditional seasonal slowdown in health services to afford Residents with a period of rest and reflection away from their regular duties between December 20 and January 5.*

*There shall be no additional payment or time off for Residents who have worked on any statutory holiday between December 20 and January 5, provided they have received their six (6) day block as described above. The parties recognize that this provision represents a special situation and that regular work week and weekend is to be maintained in the duty schedule prior to and/or after the six (6) day block. Residents and Program Directors will mutually determine the necessary adjustments to duty schedules to implement this clause in a manner consistent with Article 9.*

*The Employer will accommodate the interests of Residents in the observation of their religious/cultural holidays. A Resident may request, with the approval of the Program Director, that the six (6) consecutive days off duty during seasonal slowdown be scheduled to another time to accommodate the observance of an alternative religious/cultural holiday. The six (6) day block cannot be separated into smaller parts, and thus can only be used once in the corresponding academic year. A Resident who is granted an alternate six (6) days off to observe an alternate religious/cultural holiday shall work normal duty hours and call as applicable during the period between December 20 and January 5. They shall not receive additional payment or time off for working any stat holidays during the seasonal slowdown, provided they have received their six (6) consecutive days off within the corresponding academic year.”*

| Sun                                                         | Mon                                                                                             | Tue                                                                 | Wed                                                                 | Thu                                                                 | Fri                                                                                          | Sat                                                                                   |
|-------------------------------------------------------------|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------|----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| 20<br><b>Regular Weekend</b><br>Only residents on-call work | 21<br><b>Regular Weekday</b><br>Residents work unless on 6 days off                             | 22<br><b>Regular Weekday</b><br>Residents work unless on 6 days off | 23<br><b>Regular Weekday</b><br>Residents work unless on 6 days off | 24<br><b>Regular Weekday</b><br>Residents work unless on 6 days off | 25<br><b>Christmas Day Stat</b><br>Only residents on-call work<br><b>No stat benefit</b>     | 26<br><b>Boxing Day Stat</b><br>Only residents on-call work<br><b>No stat benefit</b> |
| 27<br><b>Regular Weekend</b><br>Only residents on-call work | 28<br><b>Boxing Day Stat (in lieu)</b><br>Only residents on-call work<br><b>No stat benefit</b> | 29<br><b>Regular Weekday</b><br>Residents work unless on 6 days off | 30<br><b>Regular Weekday</b><br>Residents work unless on 6 days off | 31<br><b>Regular Weekday</b><br>Residents work unless on 6 days off | Jan 1<br><b>New Year's Day Stat</b><br>Only residents on-call work<br><b>No stat benefit</b> | 2<br><b>Regular Weekend</b><br>Only residents on-call work                            |
| 3<br><b>Regular Weekend</b><br>Only residents on-call work  | 4<br><b>Regular Weekday</b><br>Residents work unless on 6 days off                              | 5<br><b>Regular Weekday</b><br>Residents work unless on 6 days off  |                                                                     |                                                                     |                                                                                              |                                                                                       |

Please contact PGME at 306-966-1864 or RDoS at [Office@ResidentDoctorsSK.ca](mailto:Office@ResidentDoctorsSK.ca) should you have questions.