



Shift-Based Duty Hours 101

Shift-Based Duty Hours are treated differently than Standard Duty Hours (and the associated on-call duty hours connected to standard duty hours). Here are a few facts to start with:

- 1) Shift-based Duty Hours – typically the programs that utilize this type of work scheduling are Emergency Medicine programs. However, some programs have hybrid models of scheduling that are described in Letters of Understanding.
- 2) Call shifts – often are a great place of learning. However, you are not the Most Responsible Physician (MRP). You should always have support.

Shift-Based Duty Hours Shifts

Here's a summary of the Agreement guidelines for shift-based duty hours shifts. Article 23.03 provides the following information:

23.03 Shift-Based Duty Hours

- a) Shift-based duty hours are an alternative scheduling practice involving blocks of scheduled time to address patient care needs not covered by standard duty hours or on-call duty hours.
- b) Resident Physicians on shift-based rotations:
 - i. shall not exceed a total of sixty (60) hours of scheduled shifts per week,
 - ii. shall not be required to work additional on-call duties, and
 - iii. may be scheduled or required to work on weekend days.
- c) No Resident Physician shall be scheduled for shift based duty hours on any portion of more than two (2) weekends out of any four (4) weekends.

What this means:

Based on the current language of the Resident Physician Agreement – weekend shifts for any shifts where work is scheduled on Saturday, Sunday, or a Named Holiday. This means that Friday evening shifts are only considered weekend shifts if they are scheduled past midnight (ie. working into Saturday morning).

In addition to the Agreement guidelines, some programs have Alternative Duty Schedules (Article 23.08) which allows for 'night float'. "Night float" is essentially where for part of standard duty hours rotation an individual is scheduled for night shifts – these shifts and the stipend compensation is defined in the

Letter of Understanding (LOU) created by resident physicians in the program. Each LOU needs to be approved by the program, PARA, AHS, and PGME to ensure that the schedule creates better patient care and better resident physician wellness.

Programs with LOUs are required to provide those the LOU to off-service resident physicians along with the call schedule.

Shift-Based Duty Hours Stipends

Here is a summary of the Agreement guidelines on shift-based stipends. There is only one situation where this stipend occurs:

Article 35.05(e) sets up the shifts that are eligible for the stipend. It should be remembered that it is the scheduled shift times (not when an individual actually leaves the Training Facility) that determines eligibility. Important items to note:

- 1) An individual must be scheduled to work at least 1 full hour between 2400 and 0600 hours
- 2) If eligible, then the stipend rate paid is as follows:
 - Weekday rate
 - Applies to all shifts that commence on weekdays (Monday through Friday) unless the day is a Named Holiday
 - Weekend rate
 - Shift must commence on Saturday, Sunday, or Named Holiday
 - Shift must excess 7 hours