Psychiatry
UNIVERSITY OF TORONTO

Resident Advisor Role Description

General Psychiatry Residency Program

Background

The University of Toronto General Psychiatry Residency Program and Postgraduate Medical Education (PGME) Office in the Temerty Faculty of Medicine (TFOM) offer many resources for residents. Given the size and scope of the general residency program, many residents benefit from assistance navigating the formal support infrastructures that exist within the program and PGME. As such, Resident Advisors in the General Psychiatry Program are responsible for providing confidential support and guidance to residents within the program. Advisors assist with navigation of wellness, professionalism, or learning environment/learner experience concerns. Advisors serve as a member of the Resident Wellbeing Subcommittee of the Psychiatry Residency Program Committee (PRPC), and report to the Director, General Psychiatry Residency Program. Resident Advisors must be psychiatrists and appointed faculty members within the Department of Psychiatry, University of Toronto.

Specific Responsibilities Include:

Resident support

- Development of accessible process for accessing the Resident Advisor, including ensuring residents are aware of the role
- Confidential meetings with residents who seek out the Resident Advisor
- Provide a nonjudgmental and safe space for residents to share their concerns, and develop action plan where necessary for residents to access supports required

Program Leadership

- Co-chair (along with the Associate Program Director) meetings of the PRPC Subcommittee on Resident Wellbeing (occur quarterly)
- Provide annual report to the Resident Wellbeing Subcommittee and PRPC of anonymized trends to inform recommendations to the program

Knowledge and Skills Required:

- Confidentiality and maintenance of boundaries
    - Ability to provide effective advice to residents with empathy and discretion (at arm's length from the program)
    - Respectful approach to providing residents with support who are navigating accommodations or leaves of absence

- Individual support/advocacy and systems-level navigation
    - Appreciation of complex interconnected systems (e.g. within university, https://pgme.utoronto.ca/about-pgme/policies-guidelines/on behalf of residents
    - Knowledge of the PGME and residency supports available to residents, and when/why to access each
    - Collaboration with program leadership towards a culture of wellbeing in the residency program
    - Appreciates the impacts of wellness concerns on resident assessment and professionalism

- Knowledge of PGME, PARO, and Residency Program Policies including:
    - PARO collective agreement as it pertains to wellness, work hours, leaves, etc. in collaboration with PARO Member Services as needed
    - Working knowledge of PGME policies and procedures, particularly those related to wellness, safety, adverse events, learner experience and ensuring residents know how to access said policies and procedures

Important Resources

Residency Program Policies and Guidelines & Wellness Resources
https://psychiatry.utoronto.ca/policies-and-guidelines

PGME Policies/Guidelines https://pgme.utoronto.ca/policies-guidelines

Office of Learner Affairs (OLA) https://meded.temertymedicine.utoronto.ca/office-learner-affairs

Learner Experience https://meded.temertymedicine.utoronto.ca/learner-mistreatment

PARO Collective Agreement https://myparo.ca/

Created by: Associate Program Director and Program Director

Reviewed by PRPC: June 1, 2026