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## 報 告

## カナダ・オンタリオ州における研修医の労働環境

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## 要旨:

- 1) カナダでは、州単位で全研修医が所属する研修医協会が定期的に各州の雇用側代表と労働条件の交渉を行っており、本稿ではオンタリオ州研修医協会の役割について紹介する。
- 2) オンタリオ州研修医協会は、オンタリオ教育病院協会と交渉し、1年次研修医月給約39万円（毎年昇給）、月に7回までの当直、年に4週間の有休等の条件を獲得している。
- 3) 日本においても、研修医の労働時間や処遇に関して診療科や地域性を考慮したガイドラインの構築とそれをチェックする第三者機関の設立、さらに公的な財源が必要とされる。

キーワード：研修医，労働時間，労働環境，研修医協会，オンタリオ研修医協会

## Working Conditions of Medical Residents in Ontario, Canada

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- 1) In Canada, the working conditions of medical residents are negotiated on a province-by-province basis between provincial associations of residents and their respective employers. This paper focuses on the role of the Professional Association of Interns and Residents of Ontario (PAIRO).
- 2) PAIRO negotiates working conditions with the Council of Academic Hospitals of Ontario and has obtained for its members a monthly salary of approximately 390,000 yen for first-year residents (the salary increases with each year of residency), a restriction of on-call duties to 7 of 28 days, and 4 weeks of paid vacation per year.
- 3) In Japan, consideration should be given to the development of guidelines for the working conditions and salaries of residents based on the realities of each specialty and on local needs. To establish and enforce such guidelines, public funding and a third-party agency are necessary.

**Key words:** medical residents, working hours, working conditions, residents' associations, Professional Association of Interns and Residents of Ontario