Resident Support Issues

The GME Consortium requires that any applicant to a program sponsored by the GME Consortium be provided information about the following areas:

A. Financial remuneration
B. Vacation
C. Professional leave
D. Parental leave
E. Sick leave
F. Professional liability insurance
G. Hospital and health insurance
H. Disability insurance
I. Other insurance programs offered to the resident/clinical fellow and family
J. Conditions under which living quarters, meals and laundry will be provided

The GME Consortium requires that a duly executed written document be provided to residents/clinical fellows including information about the following:

A. Financial remuneration
B. Vacation policies
C. Professional liability coverage
D. Disability insurance
E. Health insurance
F. Professional leave (if any)
G. Parental leave policy
H. Sick leave policy
I. Conditions under which living quarters, meals and laundry will be provided
J. Availability of counseling, medical, psychological and other support services
K. Policy on physician impairment and substance abuse

The above document, executed by both the participating institution and the resident/clinical fellow, must also include:

A. A description of the responsibilities of the position
B. The duration of the appointment
C. Conditions of reappointment
D. Policies regarding moonlighting
E. A statement that grievance procedures for residents/clinical fellows are in place and a copy of the policies
F. Policy on sexual harassment
G. Residency closure and reduction policy
H. Consensual Relationship Policy

Appended Policies

1. Appendix A – Internal Review Checklist
2. Appendix B – Internal Review Process
3. Appendix C – Internal Review Questionnaire
4. Appendix D – Benefits Policy
5. Appendix E – Leave Policy
6. Appendix F – Duty Hours Policy
7. Appendix G - Consensual Relationship Policy
Policy on Duty Hours/Moonlighting

Graduate Medical Education, sponsored by the GME Consortium, is a full time experience. Patients have the right to expect their care delivered by alert, healthy, responsible and responsive physicians. Additional working time may result in excessive fatigue and must be carefully monitored by program directors. If such authorization is granted, the House Officer must obtain permanent licensure, a personal DEA number, and a personal BNDD number. Documentation of outside employment and the written authorization will be part of the resident’s or fellow’s file. Outside employment is defined as the practice of medicine for financial remuneration that is not recognized as part of the training program by the Program Director. Any House Officer who violates this prohibition will be subject to Disciplinary Action, including possible termination from his / her respective training program. The guidelines for monitoring and reporting duty hours can be found in the ‘Consortium Policy for Monitoring and Reporting Duty Hours’, which is attached to this document as Appendix H. Each program will develop written programspecific policies on duty hours and moonlighting.