

UNIVERSITY HEALTH CARE **HOSPITALS AND CLINICS**

GRADUATE MEDICAL EDUCATION

HOUSESTAFF POLICIES AND PROCEDURES

UNEMPLOYMENT COMPENSATION FOR HOUSESTAFF

Section 2 No. 10 Rev. 3

Review Date: August 2008

Revision Date: February 2001

Chapter: Compensation

I. PURPOSE:

To establish UUHSC policy regarding unemployment compensation for housestaff.

II. POLICY:

Housestaff in the University of Utah Affiliated Hospital system are considered to be graduate medical education TRAINEES of the School of Medicine. As TRAINEES, even though they are M.D.'s, they must complete two years of post-graduate residency training in an ACGME-accredited training program in order to be eligible to obtain a medical license to practice medicine in any state. Furthermore, the majority of them choose to continue on for further training in a specific specialty in order to be certified as competent by that specialty board. The Essentials of Graduate Medical Education state, "The undergraduate period of medical education leading to the M.D. degree is no longer sufficient to prepare a student for independent medical practice without supplementation by a graduate training period which will vary in length depending upon the type of practice the student selects." These essentials also require that all hospitals offering graduate medical education training programs have residents sign a houseofficer agreement defining such benefits as financial support, vacations, professional leave, sick leave, liability insurance, hospital and health insurance and other insurance benefits for the resident and his family, and the conditions under which living quarters, meals and laundry are to be provided.

Housestaff are expected to attend conferences and rounds, and study on their own to be able to judge the status of their patient's health, and make appropriate decisions for their care. All housestaff will sign a houseofficer agreement, and that houseofficer agreement will not be renewed for the subsequent training year unless the houseofficer is performing in a satisfactory fashion and progressing in terms of his/her knowledge and ability as a physician as compared to others in his field at his level of training.

Housestaff also enjoy EMPLOYEE STATUS as evidenced by the fact that they are receiving a stipend for their training, and also receive additional benefits such as health insurance, etc. However, satisfactory performance is required to continue on in a training program from one year to the next.

A resident who is dropped from his training program due to unsatisfactory performance may appeal the decision via the Housestaff Grievance Procedure if desired. However, because a graduate medical education trainee is in a learning situation, unemployment compensation will not be available upon termination, whether because of completion of student program, or because of unsatisfactory performance.

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