

## PROCEDURE GME19

**Subject:** COMPENSATION AND BENEFITS  
FOR UNFUNDED RESIDENT POSITIONS

**Effective Date:** NOVEMBER 2004

**Applies to:** THE METHODIST HOSPITAL

**Date Revised/Reviewed:**  
FEBRUARY 2013

**Originating Area:** GRADUATE MEDICAL  
EDUCATION COMMITTEE

**Target Review Date:** FEBRUARY 2018

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### **I. GENERAL STATEMENT**

All Residents in Methodist-sponsored programs of Graduate Medical Education (GME) must be provided with appropriate compensation and benefits. In addition, Residents involved in any degree of patient care must be protected by professional liability insurance.

This procedure identifies the process by which a Program of GME may appoint a Resident for whom no funded position exists within Methodist. This procedure insures that Residents do not work without compensation or benefits.

### **II. REQUIREMENTS**

- A. Candidates for ACGME-accredited program who are invited for an interview must be informed in writing or by electronic means of the terms, conditions, and benefits of appointment, including financial support. The Resident Eligibility, Selection, and Appointment Procedure GME02 describes this process.
- B. Under exceptional circumstances, a Program Director may wish to appoint an individual, for whom no funded position exists within the Program. For example, a Program Director may wish to appoint a Resident who may be funded by a department, an outside individual, agency, or government. However, a Program Director may not appoint a Resident to a position that has not been approved by the accrediting agency of the specific Program.

The Program Director must submit a written Request for Exception on Resident Compensation to the DIO. The written request must be made at least ninety (90) days before the Resident's proposed Appointment is to begin. This request must provide the sources of funding to assure that the Resident will receive the same compensation and benefits, including professional liability insurance, as other Residents at the same postgraduate level of training receive.

The DIO will review the Request within ten (10) days of its receipt and will communicate a decision to the Program Director. If the DIO disapproves the Request, the Program Director may appeal the decision to the Graduate Medical Education Committee (GMEC) at its next scheduled meeting. The GMEC's decision will be final. If the DIO or the GMEC approves the request, the Request for Exception will be granted for only one year.

The Program Director should not make a commitment to any Applicant for an “unfunded position” until the Request for Exception has been approved.

- C. Per ACGME requirements, the GMEC must review annually and make recommendations to Methodist on resident stipends, benefits, and funding for resident positions to assure that these are reasonable and fair. To do this, the GMEC must also review all Requests for Exceptions on Resident Compensation to determine if changes are necessary in the allocation of funded residency positions.
- D. Requests for increases or decreases in residency positions from accrediting agencies must be reviewed and cosigned by the DIO. Per ACGME Institutional Requirement I.B.4.a, the DIO, or designee in the absence of the DIO, must review and cosign all program information forms and any correspondence or document submitted by to the ACGME by Program Directors to request changes that would have significant impact, including financial, on the Programs or Methodist.

### **III. COMMITTEE REVIEWING OR APPROVING POLICY**

1. Graduate Medical Education Committee [11 November 2004] [8 January 2009] [14 February 2013]

#### **AUTHORITATIVE REFERENCES:**

Accreditation Council for Graduate Medical Education, Institutional Requirements, III.B. and D. and IV.B.