

PROCEDURE GME19

Subject:
COMPENSATION AND BENEFITS
FOR RESIDENT POSITIONS

Effective Date:
NOVEMBER 2004

Applies to:
HOUSTON METHODIST HOSPITAL SYSTEM
GME PROGRAMS

Date Revised/Reviewed:
February 2023

Originating Area: GRADUATE MEDICAL
EDUCATION COMMITTEE

Target Review Date:
February 2026

I. GENERAL STATEMENT

All Residents in Houston 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. The ACGME requires that all residents/fellows be provided with financial support and benefits to ensure that they are able to fulfill the responsibilities of their ACGME-accredited program(s).
- B. 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. Procedure GME03, Resident Eligibility, Selection, and Appointment, describes this process.
- C. Under exceptional circumstances, a Program Director may wish to appoint an individual to a position in an Houston Methodist approved GME program that is not covered by Houston Methodist institutional funding. For example, a Program Director may wish to appoint a Resident who may be funded by a department, an outside individual, agency, or government.

To fill a position that is not supported through Houston Methodist institutional funding, the Program Director must provide written documentation to the GME Office that the Program/Department will be supporting all costs associated with the position. The written request must be made prior to interviewing any candidates that will be supported by the Program/Department. 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 Program Director should not make a commitment to any applicant for a Program/Department-funded position until the request has been approved by the DIO/GME Office.

- D. All residents at the same PGY level must receive at least the same compensation approved by GMEC; e.g., all PGY1s receive the same compensation, all PGY2s receive the same compensation, etc.
- E. Resident stipends are determined by the post-graduate year (PGY) level of the program, not by the number of prior years of GME completed by the resident. For example, residents who have completed a 3-year internal medicine program would enter an internal medicine subspecialty at the PGY-4 level. If a resident transfers or switches specialties, the Resident will enter that specialty at the appropriate PGY level for that specialty. For example, a resident who completes 2 years of surgery and then switches to family medicine, would enter family medicine at the PGY-1 level. Exceptions would apply if a specialty board granted credit for prior training.
- F. Chief Residents may be compensated at the rate of one PGY-level above their current pay level, for the time that they serve as a Chief Resident.
- G. Residents who interrupt their training at Houston Methodist or who take time off from their program to participate in research or other activities inside or outside of Houston Methodist will re-enter their program at the next pay level above the level for which they have received a full year's credit,
- H. Residents whose compensation, benefits, and professional liability coverage are provided by the United States Armed Forces or the United States Federal Government are exempt from these requirements.
- I. Per ACGME requirements, the GMEC must review annually and make recommendations to Houston Methodist on resident stipends, benefits, and funding for resident positions to assure that these are reasonable and fair.
- J. Requests for increases or decreases in residency complement in accredited/other agency-approved programs must be reviewed and approved by the GMEC prior to submission to the accrediting agency.

III. COMMITTEE REVIEWING OR APPROVING POLICY

1. Graduate Medical Education Committee [11 November 2004] [8 January 2009] [14 February 2013] [13 October 2016] [10 October 2019] [8 February 2023]

AUTHORITATIVE REFERENCES:

Accreditation Council for Graduate Medical Education, Institutional Requirements, I.B.4, IV.A.3 and IV.B.