A. SUBJECT: Stipend Policy for Medical Center Funded Graduate Medical Trainee Positions

B: EFFECTIVE DATE: December 19, 2013 (R)

C: POLICY:

The stipends of Graduate Medical Education (GME) Trainees will be based on the appropriate Post Graduate Year (PGY) in the appointed residency/fellowship training program, according to specialty or subspecialty Board requirements for certification.

D: PROCEDURE:

The following shall not affect the level of payment:

1. Advanced training -- A GME Trainee enters a training program with more years experience than required according to Board requirements for certification. In the event that a graduate medical trainee changes his/her specialty, he/she will receive credit for only those years which are acceptable to Board requirements for certification in that specialty or subspecialty and will be paid at the level that the certifying Board recognizes. For example, if a Medicine trainee switches to Anesthesia after two years of Internal Medicine training, the trainee will be paid at the PGY level at which the Board of Anesthesiology recognizes the trainee (perhaps the Anesthesiology Board recognizes and accepts one year of Internal Medicine training; the trainee will be paid at the PGY-2 level despite having completed two years of Internal Medicine training).

2. Dual training -- A GME Trainee enters a training program after completing Board requirements in another specialty. He/she will receive credit for only those years which are acceptable to Board requirements for certification in that specialty which he/she is entering.

3. Repeat year(s) -- A GME Trainee is requested to repeat a year (or a portion thereof) in the training program due to inadequate performance. He/she will not receive credit for that year (or portion) and will continue to be paid at the same PGY level for the repeated time.

4. Research year(s) -- A GME Trainee enters research training year(s) while in a UVA training program. Under current policy, positions with less than 75% clinical responsibility are not funded by the Medical Center. Upon returning to full-time clinical training with resumption of Medical Center funding, the GME trainee will receive credit for a maximum of one year of research, or for the number of research years approved by the program’s Board for certification or for the number of research years mandated by the training program.

5. International Medical Graduates – International medical graduates entering an ACGME-accredited training program will be paid at the PGY level that their certifying Board recognizes them, despite any training already completed outside the United States. International medical graduates entering non-ACGME accredited fellowship programs will be paid at the level of the required number of postgraduate years of the core residency of the specialty plus one.

6. In accordance with CMS regulations, the University of Virginia Graduate Medical Education Office does not pay beyond the PGY-8 level (PGY-9 and above).
Stipends will be reviewed annually by the Graduate Medical Education Committee and its subcommittee on Stipends and Benefits. The GMEC will make its recommendation to the CEO and Medical Center Operating Board for final approval.

Chief residency year will receive compensation at PGY level plus one. UVA Chief Residents who continue in UVA fellowship programs will continue to be paid at the PGY level he/she was paid during the Chief Residency year.

Chief residency is defined as a designated GME Trainee whose primary role throughout the year includes the provision of substantial administrative or supervisory duties to the program. The final year of residency alone is not enough to constitute chief residency status. If there is a question regarding chief residency status that cannot be resolved by the program and GME Office, the issue will be referred to the Executive Committee of the GMEC for approval by vote. Chief residency status needs to be determined no later than 3 months prior to the start of the academic year and must be included in the annual appointment letter.

For incoming GME Trainees, stipend payments will begin on the first day of the Medical Center Orientation, if they are in attendance. For incoming GME Trainees who do not attend orientation, stipend payments will begin on the first day of their appointment period. GME Trainees who successfully complete a year of training, and are reappointed, shall be advanced to the next PGY level, effective July 1st or the anniversary of their start date.

Departments may supplement stipend levels of GME trainees, including chief residents, from reserve funds if they so desire. However, if funds from the department are lost, the stipend will revert to that normally provided by the GME Office.

Approved: Housestaff Medical Education Committee, January 19, 1988
Revised: Housestaff Medical Education Committee, April 15, 1992
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