

<b>Hospital-wide Policy</b>	<b>Title:</b> House Officer Stipends
<b>Issuing Department:</b> Educational Office	<b>Effective Date:</b> September, 2019
<p><b>IMPORTANT NOTICE:</b> The official version of this policy is contained in the Policy and Procedure Manager (PPM) and may have been revised since the document was printed.</p>	

**PURPOSE AND APPLICATION:**

The purpose of this policy is to establish provisions for equitable, fair and uniform pay for clinical residents and fellows (hereinafter “Trainees”) appointed to graduate medical education programs that are accredited by the ACGME. Trainees in ACGME-approved positions must be paid a salary commensurate with their PGY status, regardless of the funding source.

**STIPEND SCHEDULE:**

Trainees will be paid in accordance with the annual Graduate Medical Education stipend schedule set for each Post Graduate year (PGY) Level in effect for the current academic year. All Trainees will be paid according to the terms and conditions of a signed Resident contract.

**STIPEND LEVELS:**

Trainees receive an annual stipend at the PGY level at which they are assigned within their training program and/or for which they are receiving credit toward board eligibility.

All Trainees in ACGME programs at the assigned PGY Level should receive the same annual stipend, regardless of the program specialty or funding source. If there is a discrepancy in salary (based on grant funding or other support), the Program is responsible for making up the difference to ensure that all trainees per PGY years are paid the same stipend.

Trainees in non-ACGME accredited years will be paid at the discretion of the Program. Typically, PGY levels of those residents in non-accredited years do not advance.

The following examples may clarify provisions of this policy.

- A Resident switching after two years of General Surgery training into a PGY1 Pediatric position – will be paid at the PGY1 level.

- A Resident transferring after one year of required General Surgery training into a PGY2 Orthopedic Surgery position – will be paid at the PGY2 level.
- A General Surgery Resident who completes the PGY2 training year, then completes two years of elective research, and returns to the General Surgery program at the PGY3 levels – will be paid at the PGY3 level.
- An Internal Medicine Resident who completes a chief resident year after graduating from a three-year Internal Medicine residency program is appointed as a first-year Cardiology Fellow – will be paid at the PGY4 level.
- A Gastroenterology fellow who has completed a 3-year Internal Medicine ACGME-accredited residency program will be paid at the PGY4 level.
- A Gastroenterology fellow who has completed a 4-year Internal Medicine-Pediatrics combination ACGME-accredited residency program will be paid at the PGY5 level.
- A Hematology-Oncology fellow who has completed a PGY 4 clinical year of training and now is beginning an ACGME-accredited research year – will be paid at the PGY 5 level. If this fellow stays on for an additional (non-ACGME accredited) year of research - the fellow will be paid at the discretion of the Program.