



Tufts-New England Medical Center

GME 01-I COMPENSATION POLICY

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 and funded through the Graduate Medical Office. Stipend levels for positions funded by NIH grants are controlled by the provisions of the grant funding sources.

Stipend Schedule

Trainees will be paid in accordance with the annual Graduate Medical Education stipend schedule set for each PostGraduate 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 at the assigned PGY Level receive the same annual stipend, regardless of their residency or fellowship program specialty.

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, returns to the General Surgery program at the PGY3 level - 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.

Exceptions

Exceptions to this policy may be granted upon a written request from the Program Director or Department Chair to the Office of Graduate Medical Education. After consultation with the Chair of the Graduate Medical Education Committee and the Chief Medical Officer, the Director of Graduate Medical Education will determine if an exception is allowed.

Approved by: Graduate Medical Education Committee

Date: April 1, 2002

Approved by: Medical Board

Date: April 4, 2002

Effective: July 1, 2002

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