Section HS 2
Compensation Policy for House Officers:

Goal: To assure fair, appropriate and consistent compensation of all House Officers in a manner that takes into consideration current and prior training.

House Officers Participating in an Accredited Training Program:

House Officers are assigned a postgraduate year compensation level (PGY) based upon the following:
Those House Officers entering the first year of postgraduate training, subsequent to graduation from medical school, are designated PGY-1 House Officers.

Post-graduate training refers to a program sanctioned by the accepted accreditation bodies Accreditation Council on Graduate Medical Education (ACGME), and American Osteopathic Association (AOA).

House Officers successfully completing a year of training in an accredited program receive credit for an additional PG year and move to the next PGY compensation level (e.g. PGY1 moving to PGY2, etc).

House Officers continuing in the same training program will move to the next PGY compensation level, if all program requirements have been satisfactorily fulfilled, until completion of the accredited training program's requirements.

One or more years of training that has been successfully completed in an unrelated accredited program, will be counted, for a maximum of one year, in the calculation of the PGY salary scale at the discretion of the Program Director and Chief of GME.
House Officers will be compensated in accord with their PGY training level and the compensation pay scale as determined by the Office of Graduate Medical Education and the Human Resources Department of the Medical Center.
House Officers Participating in Accredited Programs Requiring Special Training Prior to Entering the Accredited Program:

It is recognized that certain specialties require a “preliminary” period of training in other medical disciplines.

Any years of required preliminary training will be utilized to calculate the PG year of the trainee entering an accredited training program. (E.g. ENT, Radiology, Urology etc).

PGY years will be cumulative for all required years of training in accredited programs. One or more years of training that has been successfully completed in an unrelated accredited program, will be counted as one year, in the calculation of the PGY salary scale at the discretion of the Program Director and Chief of GME.

House Officers Participating in Non-Accredited Training Programs:

House Officers entering non accredited programs will receive:

Salary credit for all PG years in an accredited program resulting in board eligibility or certification, if, and only if, the non accredited program requires such training as a requisite for entering the non-accredited program. The Resident will receive salary credit for each successfully completed requisite years.

A maximum of one PG year credit, for one or more years of training that has been successfully completed in another accredited program will be counted, if the prior training was not required for entrance into the non-accredited program.

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