

## **GME Salaries, Benefits, Terms and Conditions**

Below, you will find a summary of the key terms, conditions and benefits of appointment in ACGME-accredited training programs sponsored by the NIH. More detailed information regarding the terms, conditions and benefits of appointment within a specific training program is available from the Program Director or the Program Coordinator.

**Duration of Appointment:** The duration of appointment in a program extends for one year at a minimum. It is predicated on satisfactory clinical and academic performance, and may be subject to renewal. The Resident Letter of Agreement, available from the Program Director, specifies the duration of the program and the conditions for re-appointment, if applicable.

**Salary:** For 2010, the minimum salary\* for incoming residents or clinical fellows, who are not members of the Public Health Service Commissioned Corps, by PGY level of training is as follows:

### **PGY Level Salary\***

1	\$56,943
2	\$58,524
3	\$60,107
4	\$61,688
5	\$68,015
6	\$75,136
7	\$82,254

*\*2010 Title 42 Pay Ranges*

**NIH Loan Repayment Program:** As a resident or clinical fellow enrolled in an ACGME-accredited training program at NIH, you can apply to receive [loan repayment](#) for up to \$20,000 per year of your qualified educational debt or you may qualify for the "Competitive Loan Repayment Program" which could repay as much as \$35,000 per year. The application deadline is May 1<sup>st</sup>. Prospective applicants are strongly encouraged to submit their electronic application upon acceptance into an ACGME-accredited training program.

**Vacation:** Annual leave is accrued at a rate of 4 hours every pay period (two weeks) for all newly hired civilian government employees, or 13 paid days off per year. Newly hired civilian employees with at least 3 years of prior clinical work and/or research experience relevant to their position at NIH may be eligible for a higher rate of accrued leave (6 hours/pay period) under the Federal Workforce Flexibility Act, or 20 paid days off per year. For current civilian employees with over 3 years of credited Federal Government service, annual leave is accrued at a higher rate.

**Professional Liability Insurance:** As a Federal employee, a resident or clinical fellow is covered by the Federal Tort Claims Act, 28 USC 2671 et seq., and Section 224 of the Public Health Service Act, 42 USC 233, for any damages incident to activities at or for NIH when acting in his/her official capacity. The Federal Government self-insures for liability. Employees who leave NIH do not need to purchase "tail insurance."

**Disability Insurance:** As an operating division of the United States Department of Health and Human Services, the NIH does not offer disability insurance as a benefit of federal employment. Compensation

for work-related injuries, however, is available to employees under the Federal Employees Compensation Act, 5 USC 8101 et seq.

**Health Insurance:** A wide variety of health insurance plans are available through the Federal Employees Health Benefits Program (FEHB). Payment of premiums for health insurance purchased through the FEHB is shared by the Federal Government and the individual resident or fellow. In accordance with the Code of Federal Regulations, Title 5, Part 890, coverage under the plans available through the FEHB takes effect on the first day of the first pay period that begins after the commencement date specified in the training program's Resident Letter of Agreement.

**Parental Leave Benefits:** Please see information on Family and Medical Leave Act (FMLA) and Family Friendly Leave at the following website: <http://www1.od.nih.gov/oma/manualchapters/person/2300-630-5/>. All Federal Government employees are covered.

**Sick Leave Benefits:** Sick leave is accrued at the rate of 4 hours/pay period.

**Grievance procedures:** Grievance procedures conform to the Policy of the Department of Health and Human Services ([http://www.hhs.gov/ohr/manual/95\\_1.pdf](http://www.hhs.gov/ohr/manual/95_1.pdf)). Residents and fellows who are not members of the Public Health Service Commissioned Corps are appointed as Title 42 Federal employees and, as such, are governed by the "NIH Policy on Performance Management, Disciplinary Actions, and Administrative Removals for Title 42 Employees". This policy may be viewed at <https://intrahr.od.nih.gov/ER/Perfissues.htm>. Equal Employment Opportunity issues are addressed to the Equal Employment Opportunity staff in the NIH Institute or Center responsible for program administration.

**Effect of Leave on Completion of Program:** If extended leave of greater than one month per year is taken due to illness, maternity/paternity or other approved circumstances, the duration of the residency will be extended. This will be determined on an individual basis, conforming to all ACGME and applicable specialty board requirements.

**Conditions for Living Quarters, Meals, and Laundry:** The NIH provides on-call sleeping quarters for those required to take overnight call in the Clinical Center. Meals are available for purchase from the two cafeterias in the Clinical Center and, twenty four hours a day, from vending machines located throughout the building. Laundry services are provided for clinically related garments (lab coats, scrub suits, etc.).

**Counseling, Medical, and Psychological Support Services:** Counseling and psychological support services are available through the NIH Employee Assistance Program. Medical services for work-related injuries are available from the Occupational Medical Service, which is located on site in the NIH Clinical Center.

**Professional Activities Outside of the Program (a.k.a, Moonlighting):** Moonlighting may be allowed during training at the discretion of the program and in accordance with Federal Government regulations and NIH policies. The ability to moonlight is predicated on the resident or fellow's obtaining necessary approvals from the NIH Institute or Center administratively responsible for the training program, the NIH Deputy Ethics Counselor, and the Program Director. Program Directors must be aware of a resident's outside activities so they can monitor resident well-being and ensure that moonlighting does not interfere with patient safety and the ability of the resident to achieve the goals and objectives of the training program. It is the responsibility of the resident and/or the institution hiring the resident to moonlight to determine whether adequate licensure is in place, professional liability coverage is provided, and whether the resident has appropriate training and skills to carry out assigned duties. Residents are not required to moonlight as a condition of employment at the NIH.

**Duty Hours:** Residents are expected to perform their duties during such hours as the Program Director may direct and in accordance with the NIH Graduate Medical Education Committee's written *Policy on Resident Duty Hours*. This policy may be viewed at: <http://intranet.cc.nih.gov/clinicalresearchtraining/gme/policies.html>. Duty hours are subject to modification and variation depending upon the clinical site to which the resident is assigned and/or exigent patient care circumstances. The training program will construct all on-call assignments to be in compliance with both ACGME Common and Specialty/Subspecialty Program requirements and the NIH Graduate Medical Education Committee's *Policy on Resident Duty Hours*. The training program's written policy on duty hours may be obtained directly from the Training Coordinator or from the Program Director.

**Public Health Service:** At the discretion of the Program Director, residents and fellows may consider joining the U.S. Public Health Service Commissioned Corps, which has a separate pay and benefits structure and comes with additional responsibilities. Detailed information on the Commissioned Corps may be found at [www.usphs.gov](http://www.usphs.gov), or by calling the NIH Commissioned Core Liaison at (301) 402-9329.