

RESIDENT/FELLOW STIPEND POLICY

Maine Medical Center is committed to providing adequate financial support of residents/fellows so that they are able to fulfill the responsibilities of their educational programs.

All residents/fellows will receive either a full or partial stipend from MMC. All residents/fellows will be provided with a written contract outlining the terms and conditions of their appointment to the MMC residency/fellowship program. This written contract will not require the resident/fellow to sign any agreement not to compete with MMC after leaving its residency/fellowship program.

Resident/fellow applicants will be informed in writing of the benefits for residents/fellows.

The cost of benefits will follow MMC employee guidelines for full vs. part time employees, regardless of schedule.

For residents/fellows who have had more than one year of postgraduate medical education in a specialty other than that in which they are beginning training at MMC, the program director may, at his/her discretion, request that the resident/fellow be upgraded a maximum of one resident/fellow pay level. Related training which occurs during the residency program (e.g., research, masters) may also be considered for a similar upgrade in pay level. This pay upgrade does not apply to periods for which physicians have been out of postgraduate training [e.g., clinical practice, research jobs], and does not apply to required training for subsequent sub-specialization or fellowship education [e.g., internal medicine general residency prior to specialty fellowship].

Consistent with the MMC Leave of Absence Policy for Residents/Fellows, if a resident takes an approved leave of absence prior to their last year of postgraduate training, advancement to the next postgraduate level, and the subsequent commensurate increase in pay level, will occur when the resident satisfactorily completes the postgraduate level during which the leave of absence occurred.

Changes in the yearly GME budget [i.e., FTE positions] should attempt to be budget-neutral, while acknowledging the need for flexibility due to special or unusual circumstances. No resident/fellow interdepartmental transfer requests will be allowed unless the “donating” department is willing to give up that resident/fellow slot going forward, or the “accepting” department has an open slot; if the accepting department is at full complement, it must decrease one slot the subsequent year. Any increase in resident/fellow complement which is not budget-neutral can be waived if other institutional or external funding can be secured for the GME budget for the total number of additional resident/fellow years.

Approved by GME Committee, 5/19/97

Revised by GME Committee, 12/10/01, 5/13/02, 6/16/03, 4/28/04, 1/24/07[last
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