HOUSESTAFF BENEFITS
(https://med.virginia.edu/gme/program-resources/salary-benefits/)
Information on University Benefits for Housestaff (https://hr.virginia.edu/benefits)

Salary
The salary level of housestaff officers will be based on the appropriate Post Graduate Year (PGY) in the appointed residency/fellowship training program. The pharmacy stipends for 2020-2021 are $53,150 for PGY1 and $56,425 for PGY2.

Liability Insurance
All residents of the Medical Center are provided malpractice insurance through the Office of Risk Management. This policy provides coverage for alleged acts of medical negligence (both commission and omission) only if the alleged negligent act was performed in the scope of employment at the University of Virginia Medical Center or one of its affiliated health care facilities. Coverage is not extended for employment opportunities which you seek or arrange on your own (i.e., moonlighting). For additional information, please contact the Office of Risk Management at (434)-924-5595.

Health Plan Benefits
You may choose from Aetna Choice and Value Health. Premiums can be found at: http://www.hr.virginia.edu/hr-for-you/health-insurance/housestaff-2018-health-plan-premiums

Housestaff only benefit: If you receive care at any UVA facility for services that Aetna covers, the Medical Center will waive your deductible, waive your copayment, and adjust any co-insurance off of the bill you are sent after receiving services. This excludes labs that are sent outside UVA, pharmacy, and dentistry.

Dental Benefits
You receive UVA Basic Dental Plan coverage at no cost. Dependent enrollment is not automatic, and must be done through employee self-service upon hire, with a qualifying mid-year life event, or during the annual open enrollment period.

Parking & Annual Cash Benefit
All trainees wishing to park motor vehicles on University of Virginia property must request a parking permit from the GME Office and pay a monthly parking fee directly to UVa Parking and Transportation. Parking permits are issued for one year and must be renewed annually.

All trainees are provided an annual cash benefit intended to be used for reimbursement of UVa parking fees; if a trainee does not require parking, however, the benefit may be used for athletic membership or the cafeteria meal card. The cash benefit is based on the annual cost of parking and is added to trainee earnings via a biweekly payroll adjustment. The cash benefit is applied to 24 pay periods and is received as a fixed amount which is added to gross income.
THERE IS ZERO TOLERANCE FOR PARKING IN NON-ASSIGNED AREAS.

Lab Coats
Scubs and two lab coats are provided at no cost through Linen Services, Level 0, University Hospital.

On-Call Suite
Located at Level 0, University Hospital, restricted to GME trainees only. Features include call rooms (assigned and float), a gym, kitchen lounge, lactation room and shower facilities.

University Intramural Facilities
Visit the University Intramural page for information on purchasing an Intramural pass for access to University of Virginia gym facilities and intramural sports.

Copy Card
One 350-count copy card is available to each housestaff member per year, and can be obtained from the Graduate Medical Education Office.

Library Resources
The Claude Moore Health Sciences Library provides numerous resources for housestaff, including MEDLINE, Computer Lab, etc.

Counseling Services
The pressures and demands of medical training can be stressful both to the individual and to relationships. Evaluation and treatment services are available through a number of resources. Should services be desired, contact the Graduate Medical Education Office or the Faculty & Employee Assistance Program.

Wellness Programs
Everyone participating in the UVA health plan has access to biannual Hoo’s Well programs and associated cash rewards. (hooswell.com)

Meal Money
Money will be loaded onto your meal cards in a set amount at the beginning of the academic year ($35/month). To purchase meals with this funding source, you present your UVA badge to the Cashier as you go through the check out at the Hospital Cafeterias

Resident Well-being
At UVA, the Graduate Medical Education community is committed to the well-being of its trainees. We appreciate that residency and fellowship can be a trying, challenging and sometimes difficult time for trainees, but it can also be extremely rewarding and gratifying as doctors make the transition from being student to being patient care practitioners. To promote well-being and to foster a sense of community and compassion, we have built this website to assist our trainees to navigate the sometimes turbulent waters of training. The website is divided by topics of wellness – financial, physical, and mental/emotional.
Burnout and emotional fatigue are very real problems among residents. Not only does this initiative promote general well-being, but we also want to shine a light on physician burnout and burnout prevention, identifying burnout and providing resources to treat burnout. We aim to provide trainees with information that will serve them well throughout their careers.

We hope you take advantage of the many services and opportunities The University of Virginia Health and the Graduate Medical Education Office have to offer so that your training experience is meaningful and rewarding. Resources exist for financial, physical, mindful, and parental well-being. 
https://med.virginia.edu/gme/program-resources/resident-well-being/

High Risk/Safety Sensitive Drug and Alcohol Screening
The University of Virginia has a vital interest in providing a safe environment for its students, employees, patients, and visitors. It is the intent and goal of University policy to provide a supportive process for intervention and rehabilitation while also protecting the working and learning environment. This policy authorizes drug and alcohol testing of University personnel performing in safety-sensitive positions when there is reason to be concerned for drug or alcohol use. This policy can be obtained in the Graduate Medical Education Office or on the web at: www.hrs.virginia.edu/Policies/emplrel/drgalchscreen.html.

Sexual and Other Forms of Harassment
The Medical Center is committed to providing a work environment that is free from harassment, intimidation or retaliation in any form. Insulting words, jokes or actions based on an individual’s sex, race ethnicity, age, religion, sexual orientation, disability or any other legally protected characteristic will not be tolerated. Click here to view the official UVa policy on harassment.

Grievance Procedure
Available upon request in the Graduate Medical Education Office. Every resident has the right to due process. See the GME Grievance Policy for details.

Equal Employment Opportunity
The University of Virginia is committed to equal employment opportunity and affirmative action. To fulfill this commitment, the University administers its programs, procedures and practices without regard to age, color, disability, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, and family medical or genetic information and operates both affirmative action and equal opportunity programs, consistent with resolutions of the Board of Visitors and with federal and state requirements, including the Governor’s Executive Order Number One (2014).

Diversity and Inclusion
The GME department works closely with UVA faculty and the Housestaff Council for Diversity and Inclusion to stimulate meaningful conversations about race, privilege and representation in our community. Our goal is to ensure that all residents, no matter their race, sexuality, country of origin, gender, religion or able-bodiedness, feel included at UVA. This page is a hub for GME diversity events, local happenings and institutional/program level resources. (https://med.virginia.edu/gme/diversityandinclusion/)

Available from: https://med.virginia.edu/gme/salary-benefits/