

**APPLICABLE POLICIES AND BENEFITS PROVIDED TO
UNIVERSITY OF VIRGINIA MEDICAL CENTER HOUSESTAFF**

<http://www.healthsystem.virginia.edu/internet/housestaff/benefits.cfm>

Salary Policy -- The salary level of housestaff officers will be based on the appropriate Post Graduate Year (PGY) in the appointed residency/fellowship training program, according to specialty or subspecialty Board requirements for certification. Only the previous training that is required for certification in the current specialty or subspecialty will be considered in making this determination. The projected pharmacy stipends for 2010-2011 are \$ 45,168 for PGY1 and \$ 47,724 for PGY2.

Liability Insurance -- All residents of the Medical Center are provided malpractice insurance. 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). Additional information is contained in the Housestaff Manual).

Licensure -- All pharmacy residents **are required** to obtain a pharmacist license in the Commonwealth of Virginia. Residents are expected to be licensed by third week of July. Residents not licensed by September 1 will be dismissed from the program. Information on securing a pharmacist license can be obtained from the Virginia Board of Pharmacy in Richmond <http://www.dhp.state.va.us>.

Health Insurance - is available for housestaff and their dependents. Current premium rates (cost to employee) are:

Premium Costs: (effective January 1,2010)

Available for housestaff and their dependents. Current premium rates (cost to employee) are:

| Coverage | Point of Service (PSO) – Monthly premium | PPO – Southern Health Monthly premium |
|-------------------|---|--|
| Individual | \$0 | \$8.42 |
| Employee Plus One | \$0 | \$17.61 |
| Family | \$0 | \$23.91 |

Dental Benefits

See http://www.healthsystem.virginia.edu/internet/housestaff/doc/Flyer_2009OrientationDentistry.pdf for information about reduced rates on dentistry services through the UVa Department of Dentistry.

Disability Insurance – Provided for all housestaff at no cost through UNUM. For both partial and full disability, pays 70% of current salary after a 90-day elimination period.

Life Insurance – This is provided for all housestaff at no cost through The Guardian, which provides coverage at 1.5 times salary.

Parking Cash Benefit

All residents are provided an annual cash benefit intended to be used for reimbursement of UVa parking fees; 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 resident 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. If the benefit is applied for UVa parking reimbursement, it is not taxed.

All residents wishing to park motor vehicles on University of Virginia property must obtain a parking permit and pay a monthly parking fee. Parking permits are issued for one year and must be renewed annually. Resident Parking Areas: The Medical Center Parking Operations Office assigns parking to any resident upon request. Parking assignments are made in any of the Medical Center lots where space is available or in satellite locations. UVa provides an ETA Shuttle that operates from 6:00 p.m. to 6:00 a.m. and will transport residents to their parking area. Please call 2-1600 to arrange transportation.

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Buses: The Department of Parking and Transportation operates a transit bus system (UTS) that serves the Central Grounds, the Health System, and the satellite parking areas (Scott Stadium, Emmet/Ivy Garage and U-Hall). The Charlottesville Transit Service (CTS) offers free bus rides to all UVA employees when a valid UVA ID is presented.

Motorcycles: Motorcycles are considered motor vehicles in the University parking system. Residents may purchase a standard or reserved area permit for a motorcycle, as applicable. There are areas designated for motorcycle parking. A map is available from the Department of Parking and Transportation.

There are a finite number of spaces reserved for use by housestaff members. The Medical Center Parking Operations Office makes all lot assignments and the majority of changes occur annually on July 1st. A waiting list for changing your parking assignment is maintained by the Medical Center Parking Operations Office.

Vacations and Leaves of Absence-All pharmacy residents receive 10 days of vacation, 2 sick days, 10 paid holidays, and 5 professional leave (interview) days. All leave must be approved by the program director/coordinator and rotation preceptor. The complete policy is available on-line at http://www.healthsystem.virginia.edu/internet/pharmacy-services/Residency_Info/policy/respolicy.cfm

Uniforms and Laundering of Uniforms – These are provided at no cost through Linen Services, Level 0, University Hospital.

Graduate Medical Trainee Lounge -- A lounge for housestaff members only is provided on Level 6 East, Room 6405, of University Hospital. The door combination can be obtained from the Graduate Medical Education Office (GMEO).

Gym Facilities -- A small gym, with cardiovascular and weight equipment, is available to housestaff. It is located on the 2nd floor of Davis wing in the Hospital West complex. The door combination can be obtained from the GMEO.

University Intramural Facilities -- Housestaff members are eligible to purchase a University Intramural Pass at a cost of \$207.00 per year (a \$50 subsidy is given to reduce the regular \$257 annual membership cost). Spouses are not eligible for the discount but may obtain membership at regular cost.

Copy Card -- One 350-count copy card is provided to each Housestaff officer per year by the GME Office.

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

Moonlighting -- The Graduate Medical Education Committee of the University of Virginia Medical Center believes that moonlighting by housestaff members is generally inconsistent with the educational objectives of their training. However, since the need for extramural professional activities may vary according to the education objectives of the clinical departments to which residents are assigned, each department chair is required to determine the appropriateness of such activities within that department's educational objectives and to incorporate these activities into the training programs. The Department of Pharmacy has a specific policy regarding moonlighting. (see http://www.healthsystem.virginia.edu/internet/pharmacy-services/Residency_Info/policy/respolicy.cfm)

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.

Counseling Services -- The pressures and demands of residency training can be stressful both to the individual both inside the work environment and outside work. Evaluation and treatment services are available for housestaff through a number of resources. Should services be desired, contact the GMEO or the Employee Assistance Program, <https://www.healthsystem.virginia.edu/internet/feap>

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. This policy can be obtained in the Graduate Medical Education Office or at: <http://www.hrs.virginia.edu/policies/emplrel/harassment.html>

Grievance Procedure -- Available upon request in the Graduate Medical Education Office. Every resident has the right to due process.

Federal Health Care Program Exclusions - Individuals: 1) who are listed as excluded on the Department of Health and Human Services Office of the Inspector General's "List of Excluded Individuals/Entities" or on the General Services Administration "List of Parties Excluded from Federal Procurement and Non-Procurement Programs" or 2) who have been convicted of a crime related to the provision of health care items or services for which one may be excluded under 42 USC 1320a-7(a) (an "excludable crime", i.e. criminal offenses related to governmentally financed health care programs, including health care fraud; criminal abuse or neglect of patients; or felony controlled substance convictions related to the provision of health care) cannot provide patient care reimbursable under federal health care programs (e.g., Medicare and Medicaid) and are subject to suspension with or without pay and/or dismissal from the UVa residency program. Housestaff must immediately notify the Graduate Medical Education Office if they receive, or have previously received prior to enrollment in the program, any notice of exclusion or proposed exclusion.