UW GME Compensation Policy

Scope: All residents and fellows in training programs accredited by the Accreditation Council for Graduate Medical Education (ACGME), or Council on Dental Accreditation (CODA), or approved by the American Board of Medical Specialties (ABMS), and sponsored by the UW School of Medicine.

Policy: Salary/Stipends: Trainees are paid a salary/stipend during training. Salaries/stipends are generally paid by the University of Washington School of Medicine according to the terms of the UW/UWHA Collective Bargaining Agreement. This information is also posted in the UW Resident/Fellow Stipend Schedule for UWHA Members on the GME Policies and Procedures page.

All salaries/stipends will be effective for periods not to exceed twelve (12) months, unless otherwise approved by the GME Office. Trainees required by their program to participate in overnight call or to perform other duties related to their training program past midnight on their last night of service will receive pay and all benefits (including health insurance, professional liability coverage and workers’ compensation) for hours worked past the end date of their appointment agreement. Programs must submit a request for approval to the GME Office for any trainee required to participate in overnight call, with a rationale for the extension, no later than April 30.

Exceptions: Programs may request a one-step stipend increase for trainees who have previously completed clinical training experiences deemed by the program to be relevant to the current training program. If approved, the program/department will be responsible for supplementing the difference between participating hospitals’ reimbursement rate and the trainee’s stipend rate. Requests for exceptions must be submitted by the program to the GME Office by February 28, or before initiating the trainee’s appointment agreement (e.g., RFPA signature page), whichever is earlier. Requests must include the following information:

- Rationale for the exception (e.g., additional relevant clinical training, chief residency year),
- Previous clinical training and/or other experiences listed by year of participation, and
- Trainee’s CV, including all previous clinical and research training.

Extensions Due to Leave of Absence: In the event that a trainee’s appointment is extended due to an approved leave of absence or required additional training to meet promotion or graduation requirements, the trainee’s current appointment level will be extended until the training requirements of the original appointment period are completed. If the training year extends beyond the normal duration of 12 months, the trainee will continue to receive the salary/stipend level applicable to his/her current appointment level during the extension. Additional leave benefits (including sick and vacation leave) will also be provided on a prorated basis for the duration of time the trainee is in pay status during the extension of training.

Additional Duties & Compensation: Trainees may receive additional compensation or remuneration for duties outside the scope of the training program. These activities must be approved by the program and the GME Office and include:

1. Orientation: Additional compensation will be provided to trainees who participate in UW Medicine Orientation and/or program orientations, and who complete required eLearning modules if required before the official program start date.
2. **Outside Work:** Trainees may engage in work outside of the training program ("Outside Work"), which is defined as any clinical or non-clinical work that is outside of a trainee’s regularly scheduled program duties, done for additional compensation. Outside work includes Internal Moonlighting, External Moonlighting, Extra Pay for Extra Duty and Additional Non-Clinical Work.

**Chief Residents/Fellows:**

1. The program must have a written job description for the chief resident/fellow position that clearly outlines the administrative, educational, and teaching duties required.

2. Trainees who are designated as chief residents/fellows will receive an additional Chief Resident/Fellow Supplement of $150.00 per month under the following circumstance:
   - The trainee is in the final year of training in a program in which there is a designated chief resident/fellow position with administrative responsibilities for the training program in addition to clinical duties appropriate to the final year of training in the program; or
   - The trainee designated as chief resident/fellow is completing an additional year of training beyond that which is required for board certification.

3. **Chief Resident:** If the Chief Resident position is judged by the GME Position Allocation Committee (GMEPAC) to meet defined criteria for the position, the GMEPAC will recommend hospital funding for the chief resident stipend. The hospital must also agree to fund the stipend; otherwise, the program/department will fund the stipend.

4. **Chief Fellow:** Fellows designated as Chief Fellows will be paid the additional supplement from program/departmental funds. This stipend may not be billed to the institution or the GME Office.

5. Programs are advised not to split the $150 supplement between multiple residents/fellows for these additional duties.