**Brigham and Women’s Hospital**

**General Surgery Residency**

**2019 – 2020 Resident Sick Time Policy**

In the event of illness, fatigue, or family emergency that prevents a resident from working their scheduled shift(s) or performing their patient care responsibilities, the program has this policy in place so that a clear process is available to ensure patient and clinical coverage and ensure that ensures that residents can make this request without fear of negative consequences.

*Clinical Coverage*

Residents should contact both the Administrative Chiefs and Program Director at the time of departure from a scheduled shift, or as soon as possible prior to the scheduled shift start time. The General Surgery Residency Program Administrative Chief will arrange for alternative clinical coverage of the shift and service. It will not be the responsibility of the absent resident. As each service has different coverage options, all coverage issues will be individualized to meet service needs.

In the event of a prolonged illness that lasts >48 hours, Program Director notification and discussion must occur, and if necessary, Human Resources will be involved. Occupational Health can also be contacted to confirm the medical need/appropriateness related to an absence requiring coverage, while maintaining confidentiality of the medical information.

When the resident is able to return to work, they will resume their regular role; no punitive ‘make up’ shifts will be assigned.

*Board Requirements*

Since each resident must meet certain education requirements as defined by the program, ACGME and by the American Board of Surgery, the resident may be required by the Program Director to make up missed time upon returning from any leave prior to advancing to the next level of training and/or prior to completion of the training program. Each absence will be evaluated by the program and if necessary, the ABS, on a case-by-case basis and depending on length of absence, year of training, etc.

The Partners Graduate Trainee Vacation, Sick Time, and Leave Policy must also be applied.

<https://www.partners.org/Assets/Documents/Graduate-Medical-Education/Policies/GME-Trainee-Vacation-and-Leave-Policy.pdf>