

MMC Resident Sick Policy

Updated 8/15/16
(Ober/Brown)

Weekday illness or major family event

- When a resident is on a “numbers” rotation (All OB and OR/out of OR cases at MMC and Scarborough), the resident shall contact the **Floorwalker (662-4351), chief residents (either by phone or email, depending on the time of day), and Kristin (email)**. This contact should be established as soon as the resident suspects they will be absent. For off-hours notification (i.e. middle of the night or early AM), it is *expected* that the floorwalker will be called above all else. Please do not delay this call for any reason. The floorwalker needs to know early so they can mobilize coverage. There is a gentleman’s agreement that the CRNAs or MDs will cover resident’s absence. The residency does not have the depth to pull residents off of other non-OR rotations.
- When a resident is on a “non-numbers” rotation (PACU, RB, Pain, SMMC, SCU, PREP, etc), the resident will contact their staff for that day, the chief residents, and Kristin. As a courtesy, this contact should be made as early as possible. Unlike numbers rotations, the floorwalker does not have to be notified in the middle of the night. If you are unsure if your rotation is “numbers” or not, *call the floorwalker*.
- In either case, no ‘make-up’ of this day is required by the resident. However, any weekday absence is considered to be one of the allotted 20 personal days granted to each resident within the academic calendar year (in accordance with ABA policies). It will be documented by Kristin. Any sick days will be deducted from your vacation (e.g. if you are sick for three days, you only will be allowed 17 vacation days that year). No more than 60 total days can be missed during the three-year residency. If this number is exceeded, resident will be required to extend residency by the number of days over 60.

Weekday absence when the resident is also on 24 hour call

- Please follow the aforementioned policy for notifying the floorwalker, chief residents, and residency coordinator.
- The evening’s call shift will be appointed by the chief residents in this manner:
 - A voluntary call trade will be arranged between the absent resident and another covering resident. Of note, pre/post call considerations

shall be accounted for with this selection process consistent with ACGME duty hour policies.

- In the rare case that no trade is possible (i.e. prolonged illness or absence expected), the call will be advertised to the residency call pool as an extra shift. This will be filled on a voluntary basis or assigned by the chief residents. In this case, there will be compensation pay from the department.
- Under normal circumstances, the absent resident will be expected to “repay” his or her covering colleague by taking one of their calls. This should occur within three-months of the initial absence.
- Call shall be repaid to the covering resident as described above.

Weekend call absence (Saturday and Sunday)

- Please follow the aforementioned policy for notifying the floorwalker, chief residents, and residency coordinator.
- If the anticipated event is identified prior to the weekend (i.e. by 3pm the preceding Friday), coverage will be arranged by the chief resident in the same way that weekday call shifts are covered.
- If the absence is not recognized until Friday night or sometime during the weekend the following procedure should be followed:
 - In addition to the floorwalker, the **senior-most resident on-call (662-0888)** should be notified. Again, this notification should occur immediately.
 - The senior on-call resident will arrange coverage for the absent resident. Typically, this will involve sequentially calling residents to find one that is available. Recognizing the inconvenience and incredibly short notice, the shift may need to be split (i.e. 7a-7p, 7p-7a).
 - It is appropriate for the senior resident to engage the chief residents for assistance in this process, but they may not always be available.
 - It is recognized that this is a difficult problem to solve. Fortunately it is a rare event. Undoubtedly any solution will require active collaboration between MD/resident/and CRNA on-call personnel.
 - Although the chief residents and Kristin may not always be involved in emergency off-hours coverage, please make sure that they are notified so the event can be tracked.
- Call shall be repaid to the covering resident (s) as described above.
- Any missed weekend shift that is not repaid with an even trade (i.e. Saturday or Sunday for a Saturday or Sunday) will also be deducted from the allotted 20 personal days per year. *See above.*

Illness or emergency requiring occurring mid-shift (weekday or weekend call)

- These situations will be addressed on a case-by-case basis at the discretion of the floorwalker.
- Coverage is typically provided by the existing call team.
- Please ensure that the chief residents and Kristin are notified that the resident had to leave their shift.