Children's National

INSTITUTIONAL GRADUATE MEDICAL EDUCATION POLICY

I. PURPOSE:

The purpose of the PGY Entry Level Policy is to ensure standardized assignments of all incoming, employed graduate medical education (GME) trainees at a salary level that corresponds to their qualifications, experience, training background, and training requirements.

II. POLICY SCOPE:

This policy applies to all incoming GME trainees employed by Children's National Hospital including both residents and fellows.

III. DEFINITIONS:

Entry level:
The PGY level at which the trainee starts within the GME program, which may range from PGY-1 (Post Graduate Year 1) to more advanced levels depending on prior years in accredited training programs.

IV. POLICY:

- Union contract governs all Pediatric Residents and pay will be consistent with pediatric level assigned duties, regardless of whether the trainee as completed reverse training (e.g., fellowship before residency), additional resident training (e.g., internal medicine residency followed by pediatric residency), or has additional clinical experiences outside of GME training.
- The Pediatric Chief Resident year counts towards the salary of the incoming trainee. All graduated pediatric residents that have completed an entirely separate chief resident year, not included in the third year of their pediatric residency training, will start at the PGY 5 salary level.
    - Reference the current Chief Resident Policy.
- For GME trainees other than pediatric residents, all relevant PGY training years in accredited training programs leading to U.S. board eligibility/certification count towards the initial PGY level assignment.
    - Rationale/justification: there is utility to CNH to have double-boarded individuals or dually trained subspecialty fellows with additional relevant experiences given credit in the initial PGY level assignment.
- For GME trainees other than pediatric residents, credit given to relevant international training years is based on training requisites for the CNH training program.

- The PGY year that U.S.-trained residents or fellows start their training program will be the same PGY year that an internationally trained residents or fellows start the training.
- Clinical experiences outside of GME training will not be factored into the PGY entry level determination.

V. APPROVAL

Approved by:

Program Director

5/4/2024
Date

VI. REVIEW OR REVISION DATE

Approved by the GMEC: May 8, 2024