

## **HOUSE STAFF OFFICERS' BENEFITS SUMMARY**

The benefits summarized below are available to physicians within the category designated House Staff Officers in accordance with the rules and regulations pertaining to eligibility, effective dates and methods of applying. Availability of these benefits in no way lessens criteria set by certification Boards for successful completion of the training program. Questions regarding certification criteria should be addressed to the involved Program Director. This summary does not take the place of legal documents which will govern in case of conflict between the description presented here and the legal documents. The Hospital Center reserves the right to modify, change or discontinue these benefit programs at any time.

### **PAID TIME OFF BENEFITS**

Vacation	4 weeks per year (20 work days)
Sick Leave	12 days per year cumulative to 48
Personal Emergency Days	5 days maximum per year. Carry over must be with the approval of the Department Chairperson or his/her designee in consultation with the Chief Medical Officer. Personal days may be accumulated up to nine (9) days with the approval of the Chairperson or his/her designee.
Leave of Absence and Program Requirements	Residents who wish to request a leave of absence (including parental, sick leave and personal emergency days) should so request such in writing from their Program Director.  The residency Program Director will ensure that a determination is made on the effect of the leave of absence and vacation days on satisfying the criteria for completion of the residency program. This determination may be based on the extent of leave, the specific circumstances and stage of training of the requesting resident, the requirements of the ACGME and applicable RRC as well as the needs of the program.  The residency Program Director will ensure that if there are any consequences from the requested leave of absence (i.e. extension of training) for completion of the residency program it will be communicated in writing to the requesting resident.

**INSURED BENEFITS**

Coverage provided by the Committee of Interns and Residents (CIR). Coverage begins the first of the month following or coincident with the date of start of contract. Visit our website [www.tbh.org](http://www.tbh.org).

**DENTAL INSURANCE**

Covered by the Committee of Interns and Residents (CIR) benefits. Visit our website [www.tbh.org](http://www.tbh.org).

**VISION PLAN**

Covered by the Committee of Interns and Residents (CIR) benefits. Visit our website [www.tbh.org](http://www.tbh.org).

**LIFE INSURANCE**

Covered by the Committee of Interns and Residents (CIR) benefits. Visit our website [www.tbh.org](http://www.tbh.org).

**DISABILITY BENEFITS**

Disability Benefits will be provided for up to twenty-six (26) weeks in accordance with the Committee of Interns and Residents (CIR) benefits. Visit our website [www.tbh.org](http://www.tbh.org).

**TAX DEFERRED ANNUITY (TDA)**

House Staff Officers are eligible to participate in the Tax Deferred Annuity Plan (TDA). Participation in the plan, which is through salary reduction, is subject to IRS rules and regulations. For information, contact Tatyana Gitlin at [tgitlin@tbh.org](mailto:tgitlin@tbh.org)

**PROFESSIONAL LIABILITY**

Malpractice protection is provided while performing duties at the hospital and within the scope of the House Staff Officer's responsibilities. Contact Dolores J. Mendez, Director of House Staff at [dmendez@tbh.org](mailto:dmendez@tbh.org) for information.

**COUNSELING SERVICES**

The Brooklyn Hospital Center through the program director and Institutional Director of Graduate Medical Education will facilitate resident's access to appropriate and confidential counseling, medical, and psychological support services. This could be done through consultation with the appropriate clinical departmental facilities.

**OTHER BENEFITS**

After your group medical plan pays, there is a 100% discount for inpatient and outpatient hospital care charges to House Staff Officers and a 50% discount for inpatient and outpatient hospital care charges given to House Staff Officers' eligible family members for medical services rendered at The Brooklyn Hospital Center.