



Military Leave Policy

gme-adm-0012

About This Policy

Effective Dates:

10-26-2017

Last Updated:

03-02-2018

Responsible University Administrator:

Senior Associate Dean for GME

Policy Contact:

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Scope

This policy applies to all Indiana University School of Medicine (IUSM) Graduate Medical Education (GME) resident physicians.

Policy Statement

Active Military Duty

A resident inducted to active military duty through Selective Service, voluntary enlistment, or called through membership in the National Guard or military reserves will be granted leave without pay. A resident who is on leave of absence for military duty, and eligible dependents, may continue participating in the Indiana University School of Medicine-sponsored medical and dental plans for up to 24 months following the beginning of the employee's leave of absence for military duty. To continue coverage, the resident must pay the total monthly premium for the continuation coverage period.

Reason For Policy

The purpose of this policy is to define procedures governing military leave during residency training.

Procedure

Short Tours of Military Duty

A resident will receive fifteen days of paid leave for military training in the National Guard or military reserves in any one military year (October 1 to September 30). This time does not count against available paid time off.

Available paid time off may be taken to receive pay for military training that exceeds fifteen days. All fringe benefits will continue to be provided for up to six weeks of military leave. Written military orders must be submitted to the program director as soon as possible to allow for revision of the rotation and on-call schedules.

Extended Active Military Duty

A military leave of absence may extend to four years. An additional year of leave may be taken at the request of or for the convenience of the federal government, even if the additional year is voluntary. Upon return from military leave of absence the resident will be reinstated in his/her former position, provided the resident meets

all conditions for eligibility. Additionally, while the aim of return after leave might be to resume duty at the same level, the continuum of competence and expectations in some instances may require that the resident demonstrate current competence or remediate the deficits as needed. Military leaves may result in extension of training periods based on the requirements of individual ABMS specialty boards.

Definitions

ACGME is the Accreditation Council for Graduate Medical Education.

A resident is an IUSM resident or fellow, or a non-IUSM resident or fellow electively rotating through IUSM who provides clinical care as part of a GME program.

Implementation

The Designated Institutional Official (DIO) for GME is responsible for implementation of this policy.

Oversight

Policy authority for this document resides with the Graduate Medical Education Committee. The DIO and the Graduate Medical Education Committee are responsible for oversight. This policy will be reviewed every three years or more often if deemed necessary.

History

1. Policy gme-adm-0012 approved by GMEC and published on 09 September 2008.
2. Policy reviewed, updated, and approved by GMEC on 04 April 2013.
3. Policy reviewed, updated, and approved by GMEC on 09 October 2017.
4. Policy updated for formatting 02 March 2018.
5. Policy updated for formatting 27 June 2018.