

Postgraduate Medical Education (PGME)

Title:	Resident Clinical Associates	Number:	004
Approved By:	<i>PGMEC</i>		
Approval Date:	<i>February 13, 2018</i>		
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Preamble

- Residents are encouraged to maintain a balance between their personal and professional life to promote their own physical and mental health and wellbeing as essential to effective lifelong practice.
- Resident Clinical Associate work is defined as the independent practice of medicine during residency training in situations that are not part of required training in the residency training program.
- Resident Clinical Associate work is neither condoned nor condemned during residency training.

Policy

When serving as a Resident Clinical Associates the following principles apply:

1. Resident Clinical Associate work must not be coercive. Residents must not be required by their residency program to engage in resident clinical associate work.
2. The Resident Clinical Associate workload must not interfere with the ability of the resident to achieve the educational goals and objectives of the residency program.
 - a. All program directors have an obligation to monitor resident performance to assure that factors such as resident fatigue from any cause are not contributing to diminished learning or performance or detracting from patient safety.
 - b. Program directors should bring to the attention of all residents any factors which appear to detrimentally affect the performance of the resident.
 - c. To facilitate this, the program director must be informed when a resident chooses to work as a Resident Clinical Associate, on any service or unit that is part of the training program.
3. Resident Clinical Associate work must not occur on the same unit or service to which residents are currently assigned, or to which they will be assigned in the future. Residents are eligible to work as Resident Clinical Associates on services that they have been previously evaluated on.
4. As residents primary obligations are to their training programs, they are not permitted to work as Resident Clinical Associates during work hours including on-call periods that are defined by the program.
5. Confirmation of licensing, credentialing and appropriate liability coverage is the responsibility of the employer.



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Action	Committee	Date	Status