

GMEC Policy on Housestaff Returning from Medical Leave of Absence

Housestaff may require medical leaves of absence from their training program for extended or serious illness, injury/trauma, childbirth, psychological/psychiatric conditions, or chemical dependency treatment. The policies enumerated in the contemporaneous Housestaff Agreement shall govern eligibility for short-term or long-term disability.

When Housestaff are scheduled to return to work after medical leave of absence, documentation must be provided to the Associate Dean for Graduate Medical Education and the Program Director by the treating clinician(s) certifying that the House Officer is capable of performing the duties of the program in which he/she is training. The Program Director shall provide a job description for the House Officer to the treating clinician(s) to assist in the certification if necessary. The date of return must be clearly indicated and any restrictions, accommodations, and/or follow-up plans enumerated. The Associate Dean for Graduate Medical Education, in consultation with the Program Director, will authorize the return to work after the documentation is reviewed. The Program Director and/or the Associate Dean for Graduate Medical Education may, at Rush's expense if necessary, require additional clinical evaluation of the House Officer prior to return or during the program if there is concern about performance or capacity to perform the duties of the program.

It is the responsibility of the Program Director to ascertain whether the leave of absence affects the requirements of the program and/or specialty Board and if additional time will be required to advance in or complete the program. The House Officer and the Program Director should decide if vacation time is to be used to shorten the length of any additional training time. If additional time is required, a written document provided to the House Officer and copied to GME should specify how these requirements will be satisfied and the new anticipated date of completion of the program. This information also needs to be communicated to the appropriate specialty Board.

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Approved by Rush GMEC January 28, 2008