

VCU Health System

Graduate Medical Education

HOUSESTAFF BENEFITS

The following table summarizes the benefits provided to housestaff by VCUHS, benefits whose cost is shared between VCUHS and the housestaff, and those benefits available to housestaff via a flexible, cafeteria-style benefit plan:

Housestaff Benefit	VCUHS Paid	Shared Cost	Housestaff Paid
Medical including vision		VCUHS Choice Care (PPO)	
Dental		MetLife Dental VCUHS Direct Dental	
Prescription Drug Benefits		VCUHS Choice Care (PPO)	
Psychiatric Benefits		VCUHS Choice Care (PPO)	
Health Screening Services	VCUHS Choice Care WELLNESS		
Employee Assistance Program	EAP (5 free visits per event)		
Basic Life Insurance	100% of annual salary		
Supplemental Life Insurance			√
Spousal Life Insurance			√
Child Life Insurance			√
Long term Disability Insurance	Coverage at 60% monthly salary		
Supplemental Short Term Disability			Provides 60% benefit
Long Term Care insurance			Provides in-home and facility care
Critical Illness insurance			Covers certain critical illnesses
Flexible spending accounts(FSA)-Dependent Care			√
Flexible Spending Account (FSA)-Medical			√
Immunizations	√		
Blood borne pathogens exposure	Prophylactic drug treatments and counseling provided		
Annual vacation time	15 days (M-F)		
Annual sick time	30 calendar days		
Professional Liability insurance	Including Tail Coverage		

Housestaff Benefit	VCUHS Paid	Shared Cost	Housestaff Paid
Employee Tuition Assistance	18 credit hours per school year		
Dependent Tuition Assistance	6 credit years after 3 years employment		
Parking		√	
Meals when on call	√		
Meals when working		√	
On site daycare			√
Off site daycare			Employee discounts at some (see My Life)
Financial and Career Counseling Service	√		
Legal Resources			√
Home/Auto Insurance			√
Health Club Memberships			Discounted, includes on-site facilities
Chair massages		√	
Adoption assistance	\$5,000/child, \$7,000 for special needs child		
Computer purchase			Payroll deduction plan after one year
Weight Watchers			Payroll deduction
Smoking Cessation	√		
Concierge Services			Available
My Life			Discounts at local businesses
Sittercity			www.sittercity.com/vcuhs

Departments or divisions may elect to provide additional benefits to their housestaff. The following table summarizes possible additional benefits:

Housestaff Benefit	Department/Division Provided Department/Division Name:	Shared Cost with Employee
Professional and Personal Development Seminars		
Advanced Life Support Training Registration (please list courses required and amount or percentage provided by department)		
Books/Materials (please list)		
Educational Stipend (please provide amount)		
Electronics (please list)		
Equipment (please list)		
Food		
Meals when not on-call		
USMLE/COMLEX Step 3 registration		
Board examination registration		
National or regional conference attendance		
Travel expenses for housestaff presentations at national/regional meetings (please indicate amount or percentage provided by program)		
Membership in national/regional professional organizations (please list organizations)		
Retreats		
Parties/Social activities		
Graduation activities		
Other—please be specific		

The Graduate Medical Education administration must be provided a summary of the additional benefits to be provided by departments or divisions annually. A sample summary sheet is included.

During the recruitment process, it is suggested that applicants be advised of the intention of the department/division to provide these additional benefits but that these additional benefits will be contingent on available funding.

The Department/Division of _____ will provide the following benefits to housestaff during the 2011-2012 academic year.

Program Director

Date

There are no changes in department/division provided housestaff benefits for the academic year _____ from those provided in 2011-2012

Program Director

Date

Housestaff Benefit	Department/Division Provided Department/Division Name:	Shared Cost with Employee
Professional and Personal Development Seminars		
Advanced Life Support Training Registration (please list courses required and amount or percentage provided by department)		
Books/Materials (please list)		
Educational Stipend (please provide amount)		
Electronics (please list)		
Equipment (please list)		
Food		
Meals when not on-call		
USMLE/COMLEX Step 3 registration		
Board examination registration		
National or regional conference attendance		
Travel expenses for housestaff presentations at national/regional meetings (please indicate amount or percentage provided by program)		
Membership in national/regional professional organizations (please list organizations)		
Retreats		
Parties/Social activities		
Graduation activities		
Other—please be specific		

Approved: GMEC, 12/14/2010