

Prisma Health Residency and Fellowship Benefits

Note that the following benefits have been approved for all Prisma Health residents and fellows beginning on July 1, 2025

Annual academic requirements fall on the academic year, which begins July 1st and ends on June 30th of the following year.

Prisma Health Insurance Benefits

Medical Insurance, prescription drug benefits, dental insurance, vision insurance, long-term disability insurance, life insurance, liability insurance, flexible spending accounts, health savings accounts, and retirement savings plan, and additional voluntary benefits information are available by Prisma Health via the website <https://www.benefitsformyworld.com/>. A representative from the Benefits department is scheduled to present at New Resident Orientation during the week of June 16th and and Fellow Orientation during the week of July 1st.

Salary Continuance & Leaves

All residents and fellows receive salary continuance for approved time off. Salary continuance provides the ability to maintain benefits while adhering to annual academic requirements.

Leave of Absence

- Residents and Fellows may take a leave of absence in accordance with ACGME Guidelines, Prisma Health Human Resources Policies, and approval from the respective program director.

Vacation and Holiday Leave

- Residents and Fellows may take up to 20 days off per academic year (12 vacation days, 3 float days and 5 holidays) for paid vacation and holiday leave annually. Time off must be scheduled and approved in advance by the respective program director or designee.

Sick Leave

- Leave may be requested according to written GME and program policies. Residents and Fellows are eligible for a maximum of 12 days of sick leave each academic year. Extended illness may qualify for FMLA (as determined by Human Resources).

Certification Courses

Prisma Health provides at no cost to residents and fellows the courses required for a particular program, such as the BLS, ACLS, ATLS, NRP and PALS. NOTE: Only American Heart Associate (AHA) courses are accepted at Prisma Health.

Memberships

The South Carolina Medical Association offers membership to each resident and fellow.

License, Registrations and Exams

- S.C. Limited medical license application and renewal fees (\$150) are paid by Prisma Health throughout residency and/or fellowship.
- S.C. permanently endorsed medical license renewal fees (\$150 biennially) are paid by Prisma Health throughout residency and/or fellowship.
- State controlled substances registrations (State DEA \$125 – for one-year period) is paid by Prisma Health for medical residents each year throughout residency and/or fellowship.

- Federal controlled substance registrations (Federal DEA \$888 – for three-year period) are paid upfront by Prisma Health for medical residents and fellows. Renewals are prorated based on expiration and graduation dates.
- All Prisma Health residents are required to take the USMLE Step 3 or COMLEX Step 3 exam within the first 18-months of their graduate medical education. Residents must pass the exam by the end of the second year of training. Prisma Health covers \$700 towards the first test attempt cost if taken within the first 12 months of a resident's initial appointment.

Travel

Travel expenses are paid at the discretion of the individual program. Travel allowances are provided for presentation at professional meetings. More information on travel reimbursements is available from the program administrator.

Meal Allowance

Prisma Health provides a monthly meal allowance to help cover the cost of meals while on duty.

Educational Funds

- Each program provides a resident/fellow receives an educational fund which may be used for items that contribute to the educational components of the program (journal, books, software and educational conferences).

Additional Benefits

- Resident wellness benefits include:
 - Discounted membership at the YMCA (Midlands market) and the Life Center Health & Conditioning Club (Upstate market).
 - Counseling, assessment, referral, and education offered by the Employee Assistance Program at Prisma Health. LifeWorks provides a website (<https://prismahealth.lifeworks.com>) accessible with a Prisma Health email address and a counseling phone line (877-761-3614).
 - Access to the Headspace app and Wellness portal
 - Program level well-being activities.
- Up to three lab coats with embroidery–cleaning provided.
- Health services, including vaccinations, provided by Employee Health.
- Free parking in designated areas.
- Numerous discounts from area retailers through Prisma Health's Team Member Discount Advantage program, available with hospital ID badge; see www.PrismaHealthPerks.com for additional details.
- There may be additional benefits available to residents and fellows within their departments – please check with your program administrator for any additional benefits.