

Note that the following benefits have been approved for all Prisma Health–Upstate residents and fellows beginning on July 1, 2023

**Annual academic requirements fall on the academic year, which begins July 1<sup>st</sup> and ends on June 30<sup>th</sup> 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/#/home>.

A representative from the Benefits department is scheduled to present at New Resident Orientation during the week of June 19th.

### **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. Academic requirements (i.e., ACGME rules) must be followed before utilization of any Prisma Health resident benefits.

#### Leave of Absence

- Residents 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 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 their designee.

#### Sick Leave

- Leave may be requested according to written GME and program policies. Residents 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 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.

## **License, Registrations and Exams**

### Licenses

- S.C. Limited medical license application fees (\$150) are paid by Prisma Health. Limited medical license renewal fees (\$150) continue to be 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.

### Registrations

- 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) is paid upfront by Prisma Health for medical residents. Renewals are prorated based on expiration and graduation dates.

### Licensing Exams

- All Prisma Health residents are required to pass the USMLE Step 3 of COMLEX Step 3 exam by the end of the second year of training. Prisma Health covers \$700 towards the first test attempt cost.

## **Travel**

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

## **Meal Allowance**

Prisma Health provides a meal allowance of up to \$300 per month to cover the cost of meals while on duty.

## **Educational Funds**

- Each resident/fellow receives an educational fund, which may be used for items that contribute to the educational components of the residency program (journal, books, software and educational conferences). Funds may NOT be used for any electronics purchases (i.e., computers, tablets, mobile phone upgrades and electronics accessories) or for costs associated with fellowship or employment applications following graduation.
- Educational funds are distributed at the program director's discretion and do not roll over from year to year. The program administrator tracks educational funds usage per resident per year.

## **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).
  - Program level activities designated to foster collaboration, support and unity among residents and fellows.

Prisma Health team member benefits are subject to change.

- 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](http://www.PrismaHealthPerks.com) for additional details.
- There may be additional benefits available to residents and fellows within their departments – please check with your program coordinator for any additional benefits.