



NOTHING CONTAINED IN THIS POLICY OR IN ANY OTHER POLICY CREATES A CONTRACT RIGHT. CONSISTENT WITH SOUTH CAROLINA LAW, ALL TEAM MEMBERS ARE EMPLOYED "AT WILL," WHICH MEANS THAT THE TEAM MEMBER HAS THE RIGHT TO TERMINATE HIS OR HER EMPLOYMENT AT ANY TIME, WITH OR WITHOUT NOTICE OR CAUSE, AND THAT PRISMA HEALTH AND/OR ITS AFFILIATED ENTITIES RETAIN THE SAME RIGHT.

Compensation and Benefits

Approved Date: 05/24/2021	Effective Date: 07/01/2021	Review Date: 07/01/2023
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Scope:

Prisma Health-Midlands		Prisma Health-Upstate	
X	Prisma Health Baptist Hospital	X	Prisma Health Greenville Memorial Hospital
X	Prisma Health Baptist Parkridge Hospital	X	Prisma Health Greer Memorial Hospital
X	Prisma Health Richland Hospital	X	Prisma Health Hillcrest Hospital
X	Prisma Health Tuomey Hospital	X	Prisma Health Laurens County Hospital
X	Prisma Health Children’s Hospital-Midlands	X	Prisma Health Oconee Memorial Hospital
x	Prisma Health Heart Hospital	X	Prisma Health North Greenville Hospital
X	PH USC Medical Group	X	Prisma Health Patewood Hospital
X	Provider based facilities associated with Prisma Health-Midlands hospitals	X	Prisma Health Surgery Center - Spartanburg
		X	Prisma Health Marshall I. Pickens Hospital
		X	Prisma Health Children's Hospital-Upstate
		X	Prisma Health Roger C. Peace Hospital
		X	Prisma Health Baptist Easley Hospital
		X	University Medical Group UMG/PIH
		X	Provider based facilities associated with Prisma Health-Upstate hospitals

Policy Statement:

Residents are offered compensation and benefits as required by the ACGME and approved by the Graduate Medical Education Committee (GMEC) and the Prisma Health Benefits Department. Prisma Health benefits are subject to change.

Associated Policies and Procedures:

Prisma Health Benefits and Policies
 GMEC Annual Salary Comparison Benchmark

Definition(s):

Responsible Positions:

GME Office
Residents and fellows
Human Resources
Total Rewards
GMEC

Equipment Needed:

N/A

Procedural Steps:

1. Compensation and benefits policies will be reviewed on an annual basis and in alignment with Prisma Health benefits, where applicable.
2. GMEC will review resident and fellow salaries annually.
3. The GME office will work with Human Resources to determine updates to resident and fellow benefits. An information fact sheet reflecting the resident benefits and compensation will be provided by Prisma Health to all current residents and incoming residents.
4. Information concerning resident benefits is shared with all applicants to Prisma Health residency and fellowship programs. This information may be shared in print or electronically. Additionally, information is provided on the GME website for Prisma Health programs.
5. The GME Office will review compensation and resident benefits during the GME orientation each year. Responsible parties related to resident benefits may be brought to orientation to deliver content related to the explanation and use of the resident benefits.

References:

ACGME Institutional Requirements –
I.B.4.b). (2) and II.D
ACGME Common Program Requirements

Appendices:

Prisma Health Resident Compensation and Benefits Information Sheet