



Policy on Parental, Caregiver, and Medical Leave

BACKGROUND

This policy addresses specific instances where Emergency Medicine (EM) residents may take leave from training and still meet the training requirements needed to be eligible for certification by the American Board of Emergency Medicine (ABEM). This policy pertains only to personal or familial needs, including the birth and care of a newborn, adopted, or foster child (“parental leave”); care of an immediate family member (child, spouse, or parent) with a serious health condition (“caregiver leave”); or the trainee’s own serious health condition (“medical leave”). Absences outside of these reasons may require extension of training (see Policy on EM Residency Training Requirements).

POLICY

The following criteria must be met to fulfill ABEM’s eligibility requirements for certification in EM:

- The minimum amount of total training required to become proficient in the specialty is 138 weeks for an EM1-3 program and 184 weeks for an EM1-4 program.
- A minimum of 46 weeks of training is required for every training level.

NOTE: An exception to the two bullet points above is that program directors, at their discretion, can grant an additional two weeks of time away from training per year to accommodate leaves of absence for parental, caregiver, and personal medical leave, or vacation time, provided that the program director attests that the resident is expected to meet competency expectations without an extension of training.

- In the final year of training, a resident must complete at least 30 weeks of training in the emergency department, including experiences dedicated to the care of pediatric patients less than 18 years of age, under the supervision of Emergency Medicine faculty members.
- Maximum training time per academic year must not exceed 50 weeks of training per academic year to ensure at least two weeks off per academic year.

PROCEDURES

The Board independently verifies with the residency director that a physician who has used this policy to obtain two additional weeks leave of absence has successfully completed the training necessary to fulfill the Board’s eligibility criteria without extension of training.

These criteria cannot be appealed.

EXCEPTION

Residents who have been granted equivalent credit for training in other specialties or American Osteopathic Association–approved Advanced Standing Credit are not eligible for leaves of absence greater than six weeks per level of training without extension of training.

Residents in combined training programs are not eligible for additional leave and must adhere to the applicable combined training program guidelines.