Section 7  Health & Wellness
Policy 7.3.  Parental, Medical and Caregiver Leave

Effective:  April 2001
Revised:  March 2017, July 2022
Responsibility:  Designated Institutional Official

Parental, Medical, and Caregiver Leave

Purpose
This GME Policy addresses Parental, Medical, and Caregiver Leave of Absences as it affects residents/fellows enrolled in UT Health San Antonio (UTHSA) GME programs.

Definition
University Health (UH) serves as the paymaster for the majority of residents and fellows; a small number of trainees are directly funded by UTHSA.

ACGME program requirements and ABMS Board requirements address training absences, and there is substantial variability by specialty

Details regarding these policies may be found in the University Health House Staff Manual and House Staff Guide. Electronic links may be found at the following site: https://www.uthscsa.edu/academics/medicine/about/ogme/benefits
| Policy | 1. For residents/fellows for whom **UH** is the paymaster, the following policy pertains: UH House Staff Manual, Section V: House Staff Leave Policies  
https://www.uthscsa.edu/academics/medicine/about/ogme/policies/hospital |
|        | 2. For residents/fellows for whom **UTHSA** is the paymaster, the following policy pertains: UTHSCSA HOP Section 4.7 Policies at.  
http://uthscsa.edu/hop2000/4-toc.aspx |
|        | 3. For both UH and UTHSA paymaster trainees:  
Residents should give their program director timely notification of their desire to avail themselves of this Parental/Medical/Caregiver Leave of Absence benefit. An extended leave may impact the timing of a House Staff’s ability to complete all requirements of their training program and/or eligibility to sit for examinations by certifying boards. At the time of any approval of a House Staff’s leave or as soon thereafter as is practicable, the Program Director, will use its best efforts to inform the House Staff of any impact that a leave could have on the timing of a House Staff’s ability to complete all requirements of their training program and/or eligibility to sit for examinations by certifying boards. |
Resident couples should take particular care, when both members are in programs sponsored by the UTHSA, to inform their respective program directors of their desire to avail themselves of their entitlement to leave of absence.
In this case, timely notification by the couples to their respective program directors is essential to allow appropriate planning for the leave by the residency programs.