

MSSM EM Sick Call Policy

Activating Sick Call

- If you are sick, please notify the Sinai or Elmhurst site chief resident by telephone by 6 am for a day shift and by 4 pm for a night shift. The earlier, the better.
- After the site chief resident is notified, he or she will call the covering resident. Do not activate the sick call resident yourself.

Availability

- The sick call resident must be available to work whenever called, 24 hours a day. The sick call resident must be within one hour of Sinai and Elmhurst.
- No moonlighting, travel, Mets EMS, or any other coverage is allowed during this period. When planning events, remember to consult both the sick call and conference schedule.
- The sick call resident must have their pager with them at all times, and pages must be returned within 15 minutes. Phone calls must be answered; excuses that calls are from unfamiliar numbers are unacceptable.
- When possible, sick call coverage of similar level of training will be provided. EM-4 coverage will only be provided for another EM-4 in rare circumstances when it is necessary to have an EM-4 working.
- Payback will be arranged by the chief residents, or alternatively, by those involved in a sick call. When chiefs arrange payback, weekend shifts will be paid back with weekend shifts, and likewise for weekday and night shifts. Payback for a 24-hour call (for off-service rotations) requires payback of either an equivalent 24-hour call or equivalent hours in ED shifts.
- The chief residents must approve any changes in the sick call schedule. Do not assume that switches are valid until you have received approval from the chief residents.

Violations

If a sick call resident is unavailable or cannot be reached in a timely manner, the secondary sick call resident or another resident will be called in. The unavailable resident will pay back two shifts to the covering resident.

Incentives

- If no sick calls are used during the academic year: EM-1, EM-2, and EM-3 residents will be given **preferred standing** in making requests for the following year's block schedule. EM-4 residents who do not use sick call will be absolved of clinical duties for the last **two weeks** of June.
- If 1-3 sick calls are used during the academic year: Payback will be 1:1 for each shift missed. EM-4 residents will be absolved of clinical duties for the **last week** of June.
- If more than 3 sick calls* are used during the academic year: Payback will be 1:1 for each shift missed. For each sick call activation after the third, **an additional shift** will be scheduled at the clinical site of use.

Abuses

Abuses of the sick call system will not be tolerated, and residents abusing this system will face disciplinary action to be determined on an individual basis. Widespread abuses will result in a more restrictive policy for all residents.

*Sick calls involving serious illness or family emergencies will be handled on a case-by-case basis.

Be professional. Respect your colleagues. Be responsible for your sick call.