Absences Policy
Pediatric Residency Training Program
University of North Carolina at Chapel Hill

UNC Pediatric Residents are allowed 5 total days per academic year for unexpected illnesses or family circumstances.

If a resident has a serious health condition which precludes them from being able to perform the essential functions of his or her position, Family Medical Leave/Serious Medical Illness Leave must be requested:

The Office of Graduate Medical Education (GME) defines a serious health condition as:

- An illness, injury, impairment or physical or mental condition that involves either inpatient care in a hospital, hospice or residential medical care facility, or that involves continuing treatment by a health care provider;

- Any period of incapacity requiring absence from work of more than three calendar days that also involves continuing treatment by a health care provider;

- Continuing treatment by a health care provider for conditions so serious that, if not treated, would likely result in absence of more than three calendar days (prenatal care is also included);

- The period of actual physical disability associated with childbirth is considered a serious health condition and may be taken as family/medical leave. Prenatal care is also included.

Family Medical Leave:

All duly appointed residents within a UNC Hospitals' graduate medical education program who are scheduled to work at least 20 hours each week are eligible for Family Medical Leave for a total of 12 weeks during any 12 month period for one or more of the reasons listed below. A maximum of 30 Monday through Friday workdays of the 12 weeks may be paid leave; however, the resident must first exhaust any accumulated paid time off ("PTO"). The Residency Program Director must also approve the request that part of the leave be paid leave in accordance with the above terms.

View the complete Institutional Policy on Resident and Subspecialty Resident Family Medical Leave:
http://pediatrics.med.unc.edu/education/current-residents/requirements/policies#section-2
Serious Medical Illness:

Leave may be granted for residents and subspecialty residents who have a serious medical illness but who do not qualify for family medical leave. Such leave can only be authorized by the Program Director (or Department Chair, if appropriate) in conjunction with the Executive Associate Dean for GME. Paid leave for serious medical illness will not exceed 30 Monday through Friday workdays a year, and requires exhaustion of all PTO time. Serious medical illness leave cannot exceed twelve weeks a year, including both paid and unpaid leave. Serious medical illness leave must be supported by a doctor's certification:

- The date on which the serious medical illness began;
- The probable duration of the condition;
- The appropriate medical facts regarding the condition; and
- A statement that the resident is unable to perform the functions of his/her position because of a serious medical illness.

View the complete Institutional Policy on Resident and Subspecialty Resident Serious Medical Illness:  
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Should a resident require Family Medical Leave/Serious Medical Illness Leave, residency training may be extended to ensure all ACGME Program Requirements for Graduate Medical Education in Pediatrics have been met.