

University of Colorado School of Medicine

Graduate Medical Education

Policy: Additional Pay for Additional Work Policy		
Original Approval: December 14, 2011	Effective date: December 14, 2011	Revision Date: February 10, 2017 (Editorial) November 6, 2019 (Editorial) April 19, 2023 (Editorial) January 10, 2025 (Editorial)

In this document, “Resident” refers to both specialty Residents and subspecialty Fellows.

Purpose

To ensure that professional activities falling within the course and scope of an approved training program are consistent with policies and guidelines set forth by the Graduate Medical Education Office.

Definitions:

Additional Pay for Additional Work –Voluntary, compensated, medically-related work performed within the course and scope of the approved training program within the institution in which the resident is in training or at any of the related participating sites. The activity is covered by the GME malpractice component of the Trust. This activity must be supervised by an Attending.

Policy

The Graduate Medical Education Committee (GMEC) recognizes that Additional Pay for Additional Work is not an activity associated with part of the formal educational experience. Residents must not be required to participate in Additional Pay for Additional Work activities.

Additional Pay for Additional Work is allowed for those Residents providing satisfactory performance in duties relating to the formal academic program (as determined by the program director) and who meet the following requirements:

1. The individual wishing to receive Additional Pay for Additional Work must obtain annually, prior written approval from the Program Director. (Complete the Approval for Resident Additional Pay for Additional Work request form and return to the GME office).
2. The individual seeking permission to receive Additional Pay for Additional Work must possess a valid full or training license to practice medicine in the State of Colorado.
3. Time spent by residents receiving Additional Pay for Additional Work must be counted towards the 80-hour Maximum Weekly Hour Limit as required by ACGME and GME.
4. Programs operating under an exception to the 80-hour weekly duty limit endorsed by the GMEC and approved by the appropriate RRC may not allow residents to volunteer for additional pay for additional work while serving on rotations with a duty hour exception.
5. Residents with prior permission to receive Additional Pay for Additional Work will have that permission revoked by the Program Director if academic performance is determined to no longer be at a satisfactory level, e.g., probation, or other major concerns arise.
6. Residents continuing to receive Additional Pay for Additional Work following revocation of permission can be dismissed from the program. This notice must be contained in documentation placing the resident on probation.
7. Residents possessing a J-1 VISA are not eligible for Additional Pay for Additional Work because they are restricted from conducting work (or receiving pay) that is in addition to their training duties and remuneration.
8. Residents possessing a H1-B VISA are eligible for Additional Pay for Additional Work provided payments are processed through the GME office.

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Procedure

1. Programs must annually seek approval for Residents to receive Additional Pay for Additional Work by completing the Additional Pay for Additional Work Request Form and obtaining the Resident's initials and signature where indicated.
2. Both the Program Director and GME Associate Dean complete and sign the form prior to the Resident engaging in Additional Pay for Additional Work activities. A copy of the completed approval form will be sent to the Program Director by the GME staff upon completion.
3. Program Coordinator/Division Administrators must complete the University of Colorado Additional Pay Form and submit to the Payroll Administrator in the GME Office by the 5th of every month.
4. Programs must maintain a copy of the completed form in the individual's permanent file.
5. Additional Pay for Additional Work Forms and Instructions are located in [GME Program Coordinators SharePoint](#) > Finance Forms.
6. A Program Letter of Agreement (PLA) is required with the training site where the Additional Pay for Additional Work takes place.