

<b>Policy Title:</b> Trainee Benefits	<b>Policy Number:</b> GMESOM-004
<b>Original Date:</b> 3-12-2024	<b>Next Review Date:</b> 12-10-2027

## I. Purpose of the Benefits' Guide

The purpose of this guide is to highlight the list of resources, financial support and benefits made available by the Lebanese American University Gilbert and Rose Marie Chagoury School of Medicine to trainees and fellows

## II. Benefits

### Vacations & Leaves

<b>Vacation</b>	Trainees are entitled to 30 days (including Saturdays and Sundays) of leave annually. Applying for leaves is done through Laserfiche, an online platform to register all leaves. These leaves are taken upon the approval of the program director.
<b>Sick Leave</b>	LAU provides a total of 15 days of paid sick leave to trainees unable to attend to work due to sickness or injury. Additional sick leave will be granted under special circumstances.
<b>Maternal/ paternal/ Adoption leave</b>	Female trainees are entitled to 15 weeks of maternity leave with full pay and benefits in the post-partum period. Male trainees are entitled to 1 week of paternity leave. Trainees are entitled to 1 week of leave upon adoption.
<b>Non-Medical Leaves</b>	Trainees who wish to take a leave of absence for non-medical reasons shall negotiate with the Program Director the time and duration of the leave. Such leaves may incur an extension of training and will be unpaid.

### Call Rooms and Meal Allowances

<b>Call rooms</b>	Call rooms are provided by the hospital to trainees/ fellows required to have in-house, overnight call
<b>Meal Tickets</b>	Trainees on call at the Medical Center are entitled to 2 meal tickets per 24h on call.

### Educational Benefits

<b>Life support training</b>	Trainees with patient care contact are required to be certified in Advanced Cardiac Life Support Course (ACLS), Basic Life Support (BLS) and Pediatric Advanced Life Support (PALS) as well as in Infection Control. These courses are provided by LAU SOM.
<b>Q-banks</b>	Q banks are available to trainees who sit for various in-training exams.
<b>LAU Library</b>	Trainees have access to a wide variety of databases, resources and subscription to medical journals ( 600,000 e-books, and 136,810 e-journals, 180 online databases, as well as 17,651 audio-visual materials LAU Libraries). Inter-library loan/document delivery service is available. Subscription based access is available to all major comprehensive medical databases and journals including full subscription to UptoDate, Access Medicine, and Clinical Key among others.
<b>Introduction to research Course</b>	Training is also provided to trainees through the Annual GME Basic research Course. All computers in the medical centers have 24/7 Internet access to references.

### Medical and Liability Insurance

<b>Health care and LAU insurance plan</b>	There is a health insurance plan available for trainees through the SOM. It is the trainee's obligation to enroll in the benefit program(s) he/she desires. Such health benefits, in addition to regular coverage, include maternity related benefits.
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<b>Professional liability (malpractice) insurance</b>	Professional Liability Insurance. LAUMC provides its trainees/fellows with professional liability insurance coverage while the Trainee is acting within the scope of his/her assigned program activities, consistent with the coverage provided to other medical/professional practitioners.
<b>Work-related injuries</b>	The Trainee has coverage for disabilities resulting from activities that are part of the educational program.
<b>Wellbeing</b>	Trainees are entitled to free mental health assessment and counseling and advice about stress management by professional team of psychiatrists and psychologists.

### Other Benefits

<b>White coat</b>	White coats and scrubs are provided to new trainees/fellows by the hospital. They are requested to get their measurements taken upon starting their residency. Laundry service is provided at LAUMC.
<b>Scrub Suits</b>	Each trainee is provided with 3 scrub suits where they pay deposits that are refundable after returning them.
<b>Parking</b>	Trainees have access to safe parking at the hospital for free when on call.

Approved by	Date
GMEC	08-01-2025
Interim Review	12-10-2024