



**San Antonio Uniformed Services
Health Education Consortium
San Antonio, Texas**

Guidelines on Military Duties for Residents

I. **Purpose.** This policy is designed to provide guidance to all SAUSHEC program directors regarding military duties for residents/fellows in their respective programs. [For the purposes of this document, the term ‘residents’ shall refer to residents and fellows in a Graduate Medical Education (GME) training program.] The intent is to allow maximum resident participation in military duties without compromising resident training, ACGME mandated work hour policies (maximum work hours, appropriate rest periods, etc.), participation in required GME activities such as educational conferences, etc. The program director, working with the Department Chair/Flight Commander, is ultimately responsible for determining the needs of his/her residents as they pertain to military duties, and for ensuring that no conflict exists between military training and program-specific ACGME training guidelines. In the case of apparent conflict, the program director will comply with ACGME training requirements. Questions regarding any conflicts can be referred to the Dean, SAUSHEC at any time.

A. Military training holds a unique position within SAUSHEC. Recognizing that the education of military residents by definition will require additional duties not otherwise required in civilian programs, and in order to justify the continuing existence of GME in the military, each program will develop a Military Unique Curriculum (MUC) and will mandate an appropriate level of resident participation. The intent of the MUC is to provide exposure and training that will allow the resident, after graduation, to enter active duty service possessing the skills and training necessary to incorporate seamlessly into an active unit without significant additional training requirements. Much of the MUC is program-specific and may include:

1. Military Unique Curriculum (MUC) Lectures
2. Service-specific training such as Military Training Modules, Chemical, Biological, Radiological, Nuclear, and Explosive Incidents (CBRNE), and Medical Unit Readiness Training (MURT)
3. Required military administrative functions such as meeting height/weight standards and physical fitness standards and the Soldier Readiness Program
4. Institution-specific training such as the Transition to Practice course given prior to graduation
5. Program-specific training activities arranged by the program director

B. While there are many military duties and training requirements for active duty staff physicians assigned to Brooke Army Medical Center (BAMC) and the 59 th Medical Wing (59MDW), these may or may not reasonably be applied to residents (because residents are not

immediately deployable, may have done similar training, or for other reasons). This policy serves as a guideline for those areas.

II. **Policy.** Military residents *in general* are expected to participate as completely as possible in all military activities conducted by their respective departments.

A. **Program Director Authority.** The program director is ultimately responsible for incorporating military activities into the training program of his/her residents, taking care to ensure that such activities do not interfere with the overall education requirements, violate ACGME mandated work hour policies, or negatively affect the well being of the trainee or the trainee's patients. Participation in mandatory programs (MUC, required updating of military records, PT tests, etc.) is expected, but may be tailored to meet the specific needs of residents. Program directors should take every opportunity to schedule *appropriate* military training. The training program should include as part of the curriculum special readiness and field education as a regular educational item, tailored to meet the needs of the specialty. Participation in other military activities required of military staff that *do not* interfere with assigned clinical duties or with appropriate rest periods after call should be encouraged. Using sound judgment, the program director will determine the appropriateness of resident involvement in the types of activities outlined below.

B. **Specific Military Activities and Policies.**

1. The value of specific military training activities required of all military staff such as MURT and their role in maintaining readiness should not be understated, and participation in these programs should be encouraged for all residents as the educational schedule will allow. Duplication in training should be avoided (e.g., going to the Combat Casualty Care Course and participating in MURT training in the same year) particularly when done at the expense of other valuable educational opportunities.

2. Mandatory quarterly and annual training requirements for all military personnel as set forth by the respective service must be completed in a timely manner. Trainees are not exempted from completing these military requirements.

3. Residents will **not** be assigned to fill mobility/PROFIS positions. However, mobility/PROFIS training may provide a significant educational opportunity for trainees, and *appropriate staff supervised participation* may be considered by the program director especially in the final year of training.

4. Humanitarian Missions provide excellent opportunities to obtain additional readiness/deployment training. Resident participation in a *supervised* role, where the program director has identified *specific and beneficial educational opportunities*, should be encouraged.

5. Participation in other military activities required of staff (such as commander's calls, recall exercises, etc.) that *do not* interfere with assigned clinical duties or with appropriate rest periods after call should be encouraged. Sound judgment should be exercised by the program director when determining the appropriateness of resident involvement in these activities. For example, a resident post-call might not be expected to return to the hospital for a recall exercise, while the majority of the residents might benefit from being involved with the remainder of the department/flight in a recall exercise.

6. While engaged in patient care within a military facility, program directors must ensure that all residents comply with the uniform policy established by the facility commander. When training rotations assign military residents to civilian facilities, the resident is authorized to wear appropriate civilian attire, similar to other professional trainees in the facility. *At all times*, personal grooming standards (hair length, facial hair, etc.) must meet military regulations.

7. If a resident elects to complete a formal military course (such as the Officer Basic Course or Captains' Career Course) during the training program, the length of residency training will be extended administratively to compensate for the time spent in military training. Administrative extension is a non-adverse action and will not result in extension of the resident's Active Duty Service Obligation (ADSO) or Active Duty Service Commitment (ADSC).

III. **Summary.** SAUSHEC is mandated to train military physicians. Each program must have a well developed MUC that ensures graduates can function successfully in their subsequent military assignments. All opportunities for participation in military training should be carefully considered and included in the program's training curriculum where feasible. The program director should ensure that each resident is given the opportunity to develop the skills required to meet the demands of deployment in a field unit by including readiness/field training as part of the residency experience. Special attention should be given to senior residents to ensure they master these military competencies. The program director must work closely with the Department Chair/Flight Commander, but the program director has ultimate authority in deciding upon the appropriate level of resident participation in military activities routinely required of staff physicians. The program director must ensure that these activities do not conflict with ACGME mandated work hour restrictions or other educational requirements.