



CPNME Guidelines for Resident Employment

Adopted May 2017

Introduction

In addition to the requirements pertaining to CNME-approved residencies contained in the Handbook for Naturopathic Medicine Residency Programs, the CNME's Committee on Postdoctoral Naturopathic Medical Education (CPNME) has adopted the following as guidelines for approved residencies. While guidelines are not mandatory, the CPNME asks residency sites to strongly consider how they might meet or exceed these guidelines within their resource constraints, and asks ND programs that sponsor residencies to strongly consider how they might support their residency sites in meeting or exceeding these guidelines.

Guidelines

1. Residency sites are encouraged to offer residents either health insurance coverage as a benefit, or to provide a stipend for the purpose of purchasing health insurance.
2. For the 2017-2018 academic year, the recommended minimum salary is \$34,000, with the understanding that regional variations in the cost of living and provision of certain benefits such as housing might be factored into determining a reasonable salary.
3. The recommended minimum salary should be reviewed every two years by residency directors to determine whether it remains appropriate, and should be adjusted as circumstances may warrant.
4. The hours a resident works per week should be in the range of 40 – 60 hours, with no more than 10 hours devoted to clerical/administrative work.
5. Residents should, at a minimum, be responsible for 500 patient contacts/individual visits per year. This can include observations of patient treatments, follow-up visits, and patients seen while engaging in off-site rotations.