



CPNME GUIDELINES FOR RESIDENT EMPLOYMENT

*Adopted January 2020**

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 that start in 2020 and 2021. While these 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. For the 2020 – 2021 academic year, the recommended minimum annual salary for first-year residents is \$38,000, with the understanding that regional variations in the cost of living, whether the site is located in a licensed jurisdiction, and/or provision of certain benefits such as housing might be factored into determining a reasonable salary. The recommended minimum annual salary for 2nd year residents is \$42,000.
2. Residency sites are encouraged to offer residents an attractive benefits package that includes, among other things, either health insurance coverage as a benefit or a stipend for the purpose of purchasing health insurance, as well as other types of benefits (e.g., support for continuing education, additional time off beyond the required minimum, etc.). Note that residency sites must provide to residents a minimum of 10 days of paid time off per year in addition to established holidays: i.e., 10 days that can be used either as sick days, personal days or vacation days.
3. 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.
4. 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.

**Note that these guidelines are reviewed every two years to determine whether they remain appropriate, and are adjusted accordingly.*