

**Guidance for emergency deployment of newly graduated physicians  
for engagement in the workforce during the COVID-19 epidemic April to June 2020**

1. Participation is voluntary on the part of these newly graduated physicians, and must be confirmed in writing.
  - a. Position expectations, including care for COVID-19 patients where expected, should be negotiated with participant and documented prior to initiating employment.
2. Participants must be appropriately supervised by Indiana licensed physicians.
3. Participants must be afforded access to appropriate personal protective equipment (PPE) and appropriate training and oversight in the use and reuse of PPE.
4. Coverage must be provided for medical malpractice liability.
5. Coverage must be provided for health care resulting from any exposures, illnesses, or injuries, in particular, those of COVID-19, leaving no out-of-pocket expenses for the participant.
6. Work hour limits are set at no more than 80 hours per week.
7. System for provision of the temporary practice permit needs to be arranged.
8. Processing, badging, onboarding, training, and credentialing is the responsibility of the employing health system.
  - a. Any fees regarding participants' activation, such as licensing fees, should also be the responsibility of the employing health system.
9. Participation should be considered as "employment" and not a "training program" (participation in a "training program" would violate students' binding agreements with residency programs through the National Residency Matching Program).
10. Compensation – New physicians should be offered appropriate compensation for their services and must be free to accept or decline to participate with a certain facility.
11. Participants may terminate their employment status at any time, for any reason, without advance notice, and without penalty or retribution.



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