



SUBJECT Resident Support, Benefits and Conditions of Employment	POLICY NUMBER 300.017	PAGE 1 of 3
SOURCE Academic Affairs - Admin	ORIGINATION OR LAST REVISION DATE 07/13/05	EFFECTIVE DATE 07/13/05

I. POLICY

It is the policy of SJHMC Academic Affairs to provide all residents with appropriate financial support and benefits to ensure that residents are able to fulfill the responsibilities of their educational programs. Compensation of residents and distribution of resources for the support of education will be carried out with the advice of the GMEC.

II. PROCEDURE

A. Candidates:

1. Candidates for ACGME-accredited programs will be informed in writing of the terms and conditions of employment and benefits including financial support, vacations, professional leave, parental leave, sick leave, professional liability insurance, hospital and health insurance, disability insurance, and other insurance benefits for the residents and their family, and the conditions under which living quarters, meals and laundry or their equivalents are to be provided. A copy of the current contract will be made available in accordance to NRMP guidelines.

B. Contracts:

1. SJHMC Academic Affairs shall provide residents with a written agreement or contract outlining the terms and conditions of their appointment to an educational program, and the Department of Academic Affairs will monitor the implementation of these terms and conditions by the program directors.

The agreement shall contain or reference at least the following:

- a. Financial support;
- b. Vacation policies;
- c. Professional liability insurance;
- d. Disability insurance and other hospital and health insurance benefits for the residents and their family;



- e. Professional, parental, and sick-leave benefits; Conditions under which living-quarters, meals, laundry, or their equivalents are to be provided; and
- f. Counseling, medical, psychological, and other support services.

The agreement shall also delineate or reference specific policies regarding:

- a. Resident's responsibilities;
- b. Duration of appointment and conditions of reappointment;
- c. Professional activities outside the educational program; and
- d. Grievance procedures, including those covering gender or other forms of harassment.

C. Liability Insurance:

- 1. SJHMC Academic Affairs shall provide all residency programs with professional liability coverage for the duration of training. Such coverage will provide legal defense and protection against awards from claims reported or filed after the completion of GME if the alleged or omissions of the residents are within the scope of the education program. The coverage to be provided will be consistent with the institution's coverage for other medical/professional practitioners.

D. Disability Insurance:

- 1. SJHMC Academic Affairs programs shall provide access to insurance, where available, to all residents for disabilities resulting from activities that are part of the educational program

E. Leave of Absence:

- 1. A written institutional policy of leave (with or without pay) for residents that complies with applicable laws will be presented to each resident. SJHMC Academic Affairs will provide residents with a written policy concerning the effect of leave of absence, for any reason, on satisfying the criteria for completion of a residency program.

F. Counseling Services:

- 1. SJHMC Academic Affairs places increasing responsibilities on residents and requires sustained intellectual and physical effort. Therefore, all residency programs will facilitate resident access to appropriate and confidential counseling, medical and psychological support services.



G. Physician Impairment:

1. SJHMC Academic Affairs residency programs will utilize hospital and medical Staff policies that describe how physician impairment, including that due to substance abuse, will be handled. In addition, institutions should provide an educational program for residents regarding physician impairment, including substance abuse.

H. Restrictive Covenants:

1. No resident will be required to sign or verbally agree to a restrictive covenant or non-competition guarantee.

REVIEWED AND IN COMPLIANCE WITH:	DATE
AAMC	
CHW	
JCAHO	
RISK/LEGAL	
HUMAN RESOURCES	
REVISED	
APPROVED BY	
POLICY/PROCEDURE COMMITTEE	
GMEC COMMITTEE	