Understanding Your Residency Agreement

Susan Sanford
Trinity Health
Resident Outreach
What are we going to do this evening?

• Gain a better understanding of institutional requirements
• Gain a better understanding of what you can expect to see in your residency agreement
• Gain a better understanding of the what to expect after you match for residency
General

- Not tailored – non negotiable
- ACGME Institutional Requirements
  - Specific requirements for Resident Agreement
- Template – Standard Language
  - Posted on program website
  - Given to student on interview day
What to expect

• Common Titles
• Length
• Format
Outline of a Resident Agreement

• Parties
• Recitals
• Resident Duties/Responsibilities
• Hospital Duties
• Term and Termination
• Financial Support and Benefits
• Miscellaneous
• Signature Page
• Attachments
Resident Responsibilities

- Usually 8-15 subsections/bullets
- Sometimes attach as an Exhibit
- Common section headings
  - Resident’s Obligations, Duties of Resident, Resident Requirements
- General Responsibilities – not details
  - Lots of action words
  - Participate, complete, satisfy, comply, maintain, assume, develop, consider
Duration of appointment & Conditions for reappointment and promotion to a subsequent PGY level

• Often found under the Term and Termination

• Typically one year agreement that is renewed each year if conditions met

• Will spell out process of nonrenewal (based on notice requirement)

• Will also include “for cause” reasons for immediate termination

• May also include “without cause” and “mutual”
Financial support for residents/fellows;

- Refers to annual salary (sometimes called a stipend), payroll process and withholdings and other financial benefits.
- Can expect to see $ for PGY 1 or respective training year.
- Other benefits you may see include:
  - On duty meals
  - Lab Coats – Laundry Services – Call Room
  - CME allowance
  - Payment of licenses, dues
  - Parking, Moving, Housing allowances
Grievance and due process;

- May see as a stand alone provision or referenced in Termination section.
- May see as a brief paragraph that indicates there is a policy or could be included as attachment.
- Details would include when filing a grievance is available (dismissal, nonrenewal, disciplinary actions) and process/steps necessary (timing, who…).
Professional liability insurance

• May be listed within the body of contract, in the Benefits section or on Summary of Benefits Attachment.
• 3 types - occurrence based, claims made, modified claims made.
• Look for words like “covers all acts within the scope of residency” or “extended reporting endorsement” or “tail coverage”
• As a resident you are covered.
Hospital, health, disability insurance for residents/fellows insurance benefits

- Can be found under Financial Support and Benefits section or in a separate attachment
  - Typically refers to same options, rates, terms and conditions available to all other employees
  - Understand what is available and determine if it meets your needs. If not, what is your plan B.
Vacation, parental, sick, and other leave(s)

• Typically found in Benefits section or attached in Summary of Benefits
• Will provide for total number of paid days off (example 20 days) and detail on how they can be used.
• Not unusual to see “in accordance of Hospital benefit policies”.
Timely notice of the effect of leave(s)

• Often in the Benefits section titled as Leave of Absence or Unpaid Leave
• Refers to written policy and satisfying criteria for completion of program
• Will likely refer to making individual arrangements with the Program Director
Information related to eligibility for specialty board examinations

- Often found under Hospital Responsibilities
- General attestation that they will provide resident with eligibility requirements
Duty hours and moonlighting

- Often found under Resident Responsibilities
- Often refers to policy that meets ACGME requirements
- Typically will say things like…must be rested and alert…to promote patient safety
Miscellaneous Provisions

- Confidentiality – Proprietary Information
- Entire Agreement
- Assignment
- Governing Law
- Waiver
- Non discrimination
- Notices
What to expect after Match Day:

- You likely hear from the program within 10 days after the match with details surrounding onboarding
  - Could be two separate processes – Human Resources (Talent Acquisition) and Residency Program
  - Will learn how you will be getting your residency agreement
Thank You!

Susan Sanford
Trinity Health – Resident Outreach
517-708-8081 - Direct
ssanford@trinity-health.org

Explore the Possibilities!