

Understanding Your Residency Agreement

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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!

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Explore the Possibilities!