



2019-2020 RESIDENT AGREEMENT
TERMS AND CONDITIONS

I. The Resident's Agreement

Name:

Address:

Program:

PG Year:

Stipend:

Duration of Appointment: June 26, 2019 – June 25, 2020

Bassett Medical Center (Bassett) appoints the above-named individual (the resident as described above), subject to the following terms and conditions:

II. The Resident's Responsibilities

- A. With guidance from the teaching staff, develop a personal program of self-study and professional growth;
- B. Under the supervision of the teaching staff, provide safe, effective and compassionate patient care, commensurate with his/her level of advancement and responsibility;
- C. Perform the duties prescribed by the hospital or an attending physician or department in a competent, efficient, satisfactory, humanistic, respectful, and courteous manner in strict accordance with the professional and ethical standards of the medical profession;
- D. Participate fully in the educational and scholarly activities of the program, including the performance of scholarly and research activities as assigned by the Program Director, attend all required educational conferences, and, as authorized by the teaching staff, assume responsibility for teaching and supervising other residents and students;
- E. Adhere to established practices, procedures, and policies of Bassett, the Bylaws and Rules and Regulations of its Medical Staff, and all rules and regulations of other institutions or clinical sites during rotations;
- F. As directed by the program director, serve in all hospitals, clinics and activities to which the Resident is assigned as part of the Bassett teaching program;
- G. Abide by all the laws of the State of New York relating to the practice of medicine as well as the standards required to maintain accreditation by The Joint Commission (TJC), ACGME and any other relevant accrediting, certifying, or licensing organizations;
- H. A graduate of an international medical school, provides Bassett with a copy of the certificate issued by the Educational Council for Foreign Medical Graduates prior to



- the date of appointment. Failing to provide this certificate will result in automatic revocation of the appointment;
- I. Present, no later than the commencement date of the appointment, evidence of identity and eligibility to accept employment in the United States as required by federal law;
 - J. Satisfy all health requirements for employment by providing evidence of compliance with all immunization and tuberculosis requirements. Subsequent to the beginning of this Agreement, submit to periodic (post-appointment) health examinations and supplementary tests, which may include tests for substance abuse as are deemed necessary by Bassett to ensure that the Resident is physically, mentally, and emotionally capable of performing essential duties and/or are otherwise necessary to the operation of Bassett. This appointment is contingent upon successful completion of a fitness for duty physical (provided by Bassett), as well as a negative test result on the pre-employment drug screen. The results of all examinations shall be provided to the Bassett Employee Health Office. The same requirements concerning the Resident's health status that applied at the time of the Resident's initial appointment shall apply thereafter and shall constitute a continuing condition of this Agreement and the Resident's appointment to the Staff unless Bassett changes these requirements subsequent to the beginning date of the Agreement through written notice to the Resident of such change.
 - K. Participate in evaluation of the quality of education provided by the program and promptly complete evaluations of faculty and rotations;
 - L. Through opportunities presented by Bassett Medical Center, develop an understanding of ethical, socioeconomic and medical/legal issues that affect Graduate Medical Education and of how to apply cost containment measures in the provision of patient care and participate in quality improvement activities of the clinical services.
 - M. Participate in institutional committees and councils, especially those which relate to patient care review activities, as determined by the program director;
 - N. Participate in videotaping, photographing, filming, recording or other permanent preserving of mock drill, direct patient care, or other parts of his/her responsibilities under this agreement and permit use of this material for any purpose;
 - O. Attend and participate in Risk Management presentations and comply with the policies, procedures and guidelines as required as a condition of professional liability coverage through the Bassett Medical Center Insurance Program; failing to comply may result in a suspension of insurance coverage;
 - P. Participate in Infection Control education and complies with other health or safety requirements mandated by the New York State Occupational Health and Safety program or State/Federal regulations and Bassett.
 - Q. Maintain personal appearance and conduct consistent with Bassett standards. Understand that Bassett prohibits all forms of harassment and intimidation towards co-workers, subordinates, supervisors, students, patients or other workers on Bassett premises.
 - R. Fully cooperate with the Program and Bassett in coordinating and completing Residency Review Committee (RRC) and ACGME accreditation submissions and activities, including the legible and timely completion of patient medical records, charts, reports, time cards, statistical operative and procedure logs, faculty and program evaluations, and/or other documentation required by the RRC, ACGME, Bassett, NYS, TJC, Department, and/or Program.
 - S. Acquire and maintain life support certifications in BCLS, ACLS, and ATLS as required by the Program.



- T. Return, at the time of the expiration or in the event of termination of the Agreement, all Bassett property, including but not limited to books, equipment, pager, uniforms; complete all necessary records; and settle all professional and financial obligations.
- U. Cooperate fully with all Bassett and Department surveys, reviews, and quality assurance and credentialing activities.
- V. Report immediately to the Bassett Risk Management Department any inquiry by any private or government attorney or investigator or any inquiry by any member of the press. The Resident agrees not to communicate with any inquiring attorney or investigator or any members of the press except merely to refer such attorneys and investigators to the Bassett Risk Management Department and to refer the press to the Bassett Corporate Communications.
- W. Obey and adhere to the Bassett compliance program and "Code of Conduct".
- X. Cooperate fully with Bassett administration, including all departments in connection with the evaluation of appropriate discharge and post-Hospital care for Hospital patients.
- Y. Provide clinical services:
 - 1. Commensurate with his/her level of advancement and responsibilities;
 - 2. Under appropriate supervision;
 - 3. At sites specifically approved by the Program; and
 - 4. Under circumstances and at locations covered by the Bassett professional liability insurance maintained for the Resident in accordance with this Agreement.
- Z. Fulfill the educational requirements of the Program.

III. Conditions for Reappointment

The duration of this Agreement is for a period of twelve (12) months. Reappointment and/or promotion to the next level of training is at the sole discretion of the Program Director and is expressly contingent upon several factors, including but not limited to, the following: satisfactory completion of all training components, the availability of a position, satisfactory performance evaluations, full compliance with the terms of this Agreement, the continuation of Hospital's and Program's accreditation by the ACGME, Bassett's financial ability, and furtherance of Bassett's objectives.

Neither this Agreement nor the Resident's appointment hereunder constitute an option to renew or extend the Resident's appointment by Bassett or a benefit, promise, or other commitment that the Resident will be appointed to the Staff for a period beyond the termination date of this Agreement.

In the event Bassett elects not to reappoint the Resident to the Program and this Agreement is not renewed, Bassett will attempt to provide the Resident with one hundred twenty days' advance written notice of its determination of non-reappointment. Bassett is under no obligation, nor may it be held liable for breach of this Agreement if it fails to provide such advance notice.

When non-reappointment is based on reasons other than the resident's performance or his or her compliance with the terms of this Agreement, such non-reappointment when made by the Program Director shall be final and not subject to further appeal or review and shall not be grievable under Bassett's grievance procedure.



In the event the resident's performance, at any time, is judged by the Program Director to be unsatisfactory or non-compliant with the terms of this Agreement, the Program Director shall notify the resident in writing of the nature of the unsatisfactory or non-compliant conduct or performance and engage in the steps described in Standards and Expectations for Performance and Fair Procedures for Corrective Action.

The Resident's failure to comply with remediation plans or the continuation of actions, conduct, and /or performance by the resident that are deemed unsatisfactory or non-compliant by Bassett shall be grounds for non-reappointment and/or disciplinary and corrective action.

IV. Bassett Medical Center's Responsibilities

A. In General

Bassett will provide a suitable environment and educational program, within available resources, which meets the standards of the Essentials of Approved Residencies of the Accreditation Council on Graduate Medical Education. Bassett will award a certificate to the resident upon successful completion of an accredited training program or part of the training program completed at Bassett. The program director has sole responsibility for determining whether or not a certificate is awarded.

B. Compensation

Compensation is payable on a bi-weekly basis. Stipends are subject to withholding of all applicable taxes.

C. Professional Liability Insurance

Professional liability insurance is provided for activities within the training program; coverage details are available from the Office of Risk Management. The professional liability coverage for resident activities is through Community Hospital Alternative for Risk Transfer (CHART); this coverage is subject to such requirements, conditions and limitations of the Insurance Program as may exist from time to time. Moonlighting outside the Bassett Healthcare Network is not permitted and therefore not covered under the professional liability program for residents through the Insurance Program. A summary of specific coverage is included in the Summary of House Staff Benefits addendum to this agreement.

D. Benefits

Benefits are described in the Graduate Medical Education Policy and Procedure Manual available on the Bassett Intranet. Bassett benefits include:

1. Financial Support
2. Professional Liability Insurance



3. Vacation and Holiday policies
4. Disability, Health, Dental, Pharmacy, Vision and Life Insurance Plans
5. Paternal, Maternity, Medical and Professional Leave of Absence policies
6. On-Call Food policies
7. Educational Allowance and Conference time policies

These are all provided as in effect in the applicable benefit plans, which are subject to change. Residents will be notified in writing of changes in the benefit plan during the term of this Agreement.

A summary of existing benefits is appended to this Agreement

E. Medical Record

Bassett will provide a system that documents the patient's illness, course and care, and is adequate to support the resident's education, participation in quality improvement activities, and to provide a resource for appropriate scholarly activity.

F. On-Site Sleeping Quarters

On call rooms are available for residents at various sites throughout the hospital.

G. On-Call Food Services

Bassett provides both a stocked refrigerator in the House Staff Lounge as well as charging privileges at the Mountain View and River's Edge cafeterias for residents on call. More specific information will be found in the Graduate Medical Education Policy and Procedure Manual on Bassett's Intranet.

H. Uniforms and Laundry Service

White coats and scrubs are provided. Replacement white coats are available during the Office of Medical Education business hours for residents through the hospital's contract with an outside vendor. Scrubs are distributed through a machine. When soiled scrubs are deposited, you receive a credit and you can retrieve clean scrubs up to your credit limit.

I. General Call Schedule and Schedule of Assignments

As determined by individual programs, residency schedules will be available prior to the academic year. Reasonable notice of hours of duty, work assignments and on-call schedules will be given to all residents by the Office of Medical Education.

V. Professional Activities Outside the Educational Program

Resident's services will be devoted solely to advancing the clinical and educational program, except the program director may approve in advance and in writing other services within the Bassett Healthcare Network provided by a resident as is deemed appropriate. Moonlighting is allowed within Bassett Healthcare Network and ACGME requirements for daily and weekly hours worked for residents within specific programs. Residents who have worked less than the allowable hours under these requirements



may apply to the Program Director for approval of additional hours within the Bassett Healthcare Network.

VI. Evaluations

Each resident will be provided a written evaluation of his/her performance on each rotation in the individual's training program. The Program Director, or the Director's designee, will discuss the resident's overall progress toward the resident's educational objectives at least once during each six-month period of training. Written annual and summary evaluations will be provided and maintained in the Office of Medical Education of Bassett.

VII. Guarantee of Fair Procedures for Performance Deficiencies and Grievances

When actions by Bassett are contemplated, and those actions could result in dismissal or significantly threaten a resident's intended career development, or when a resident has a grievance about an alleged misinterpretation or misapplication of this agreement, or discrimination, or a grievance against a staff member, Bassett will provide the resident with an opportunity to discuss the complaint and/or to request a hearing which appeals the action. Additional information is available in the Graduate Medical Education Policy and Procedures Manual, available from all Program Directors and Coordinators, the Office of Medical Education and on the Bassett intranet. A fair and consistent method for review of the Resident's concerns and/or grievances without the fear of reprisal is specifically included in the Standards and Expectations for Performance and Fair Procedures for Corrective Action policy which is contained in the Graduate Medical Education Policy and Procedures Manual.

VIII. Other Pertinent Policies

Policies including those on Residency Reduction and Closure; Effect of Leave on Completion of Program; Counseling, Medical, Psychological Support; Physician Impairment and Substance Abuse, Supervision for Physician Trainees, Physician Trainee Work Hours and Dual Employment, and Disaster Response are included in the Graduate Medical Education Policy and Procedures Manual, available for review on the Bassett intranet. The table of contents of the Graduate Medical Education Policy and Procedures Manual is attached. Policies on Harassment, Counseling and Conduct, Personal Appearance, and Accommodations for Disabilities are available in the Human Resources Policy Manual located on the Bassett Intranet. These policies are in effect as of the date of this agreement. Residents will be given notification of updated versions of policies whenever revisions are made and posted to the electronic GME Policy and Procedure manual on the Bassett Medical Center intranet.

IX. Release of Information

I consent to permit Bassett to seek independent verification of my graduation from undergraduate, graduate, and medical school and other residency or training programs. I will present evidence (original diploma and final transcript) of my successful graduation from medical school. To protect patients and to uphold Bassett's reputation, I understand that Bassett conducts an independent background check. I understand that my participation in this program and any contractual obligation to appoint and train me are contingent upon successful completion of the credentialing process.



X. Termination of Agreement

Bassett reserves the right to terminate the agreement or to take other action including temporary suspension if the resident violates the terms of this agreement or if his/her performance is unsatisfactory. If a resident is suspended, Bassett may withhold pay for the duration of the suspension. I understand that failure to provide requested or inaccurate information will render this agreement null and void.

Signature_____Date_____

Attachments



Bassett Healthcare Network
Bassett Medical Center
BASSETT HEALTHCARE
GRADUATE MEDICAL EDUCATION
POLICY AND PROCEDURE MANUAL

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