

TEMPLE UNIVERSITY HOSPITAL GRADUATE MEDICAL EDUCATION POLICIES AND PROCEDURES

NUMBER: TUH GMEC – 303 (Formally TUHRAC – 303)
TITLE: Terms and Conditions of Residency Appointment
EFFECTIVE DATE: 07/00/1998
LAST REVIEWED: 09/01/2005, 08/01/2006, 05/22/2007, 08/2009, 01/07/2011; 10/31/2014
REFERENCES:

PURPOSE

This policy and procedure delineates the terms and conditions for the appointment (employment) of residents. It is useful at the time of resident interviews and selection and intended to be used in concert with the Resident's Appointment Agreement.

POLICY

It is the policy of Temple University Hospital that all residents will be provided with the same terms and conditions of appointment will receive the same salary commensurate with each given level of PG year and will receive the same benefits.

PROCEDURES

Terms of Appointment:

All residents must sign an initial one year Resident Appointment Agreement. Renewal of the Agreement is on a year-to-year basis and is determined on the basis of performance. Please refer to the Resident Appointment Agreement for specifics about the Resident's responsibilities, TUH responsibilities, re-appointment, suspension, non-renewal, termination and due process.

All residents are subject to the policies, procedures and regulations of Temple University Hospital, the Department which sponsors the residency program, pertinent Rules and Regulations of the Medical Staff, pertinent Joint Commission Department of Health and Health Care Financing Administration standards and regulations and all applicable state and federal laws.

All residents must obtain a Pennsylvania Training License (MT license) and renew same each year while in graduate medical training. Cost of each MT license is borne by the Hospital. If or when a Resident obtains an unrestricted medical license (MD or DO license), he/she must

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continue to maintain an MT license while in graduate medical training. Without an MT license, a Resident cannot participate in graduate medical education in the Commonwealth of Pennsylvania.

International medical school graduates must either: 1) have a currently valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG),; or 2) have a full and unrestricted license to practice medicine in a United States licensing jurisdiction. A medical training license is required for all residents in ACGME accredited programs.

All residents must be citizens of the United States or hold a current visa which is acceptable for graduate medical education training. If a visa is required, the resident will work with the Office of Graduate Medical Education and Temple University's International Student Affairs office to obtain the appropriate employment authorization. . Residents must be able to show proof of identity and authorization to work in the United States as per current TUH personnel policy.

All residents must have a PPD on or before their start date, unless the PPD is contraindicated by Employee Health/Infection Control policy. Annual influenza vaccinations are also required.

Restrictive covenants are not permissible as part of any terms or conditions of Resident Appointment or Re-appointment.

Note: ACGME makes no distinction between interns, residents, and fellows. All levels are referred to as "residents".

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APPROVALS

Note: The signed original of this policy is on file in the Office of Graduate Medical Education

Approved by:

Date Signed:

John Krouse, MD
Associate Dean of Graduate Medical Education
Chairman, Graduate Medical Education Committee
Professor and Chairman, Department of Otolaryngology

Susan Coull, MBA
Designated Institutional Official for GME, TUHS
Assistant Dean for GME, TUSM
Associate Hospital Director to Medical Education, TUH

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