

**TRANSITIONAL YEAR PROGRAM**  
**at**  
**SIGNATURE HEALTHCARE - BROCKTON HOSPITAL**  
**HOUSE OFFICER APPOINTMENT AGREEMENT**

Signature Healthcare - Brockton Hospital (the "Hospital") offers, and the Physician "House Officer" hereby accepts, appointment as Intern / Resident under the following terms and conditions.

**HOUSE OFFICER:**

**SPECIALTY/SUBSPECIALTY:**      **Transitional Year Program**

**LEVEL OF TRAINING AND DESCRIPTION OF ROLE:**      **Resident in PGY 1 Level**

**DURATION (One year):**      **June 15, 20XX to June 24, 20XX**

**ANNUAL STIPEND:**      **\$62,753.60**  
**(Note: this rate is for academic year 2018-2019)**

I.      Terms of Appointment:

All residents and fellows (House Officers) are appointed by the Board of Trustees upon the recommendation of the Executive Committee of the Medical Staff for a period of one year.

II.     General Provisions:

A.      The Hospital agrees to provide:

1. A training program that meets the standards of the Institutional and Program Requirements of the Accreditation Council for Graduate Medical Education (ACGME) and/or that is accepted by the American Board of that specialty.
2. Unless otherwise stipulated above, payment of a stipend in regular installments, subject to Hospital payroll policies, subject to the House Officer's receipt of a Massachusetts medical license and compliance with the Hospital's pre-employment requirements prior to beginning the term of this Agreement.

B.      The House Officer Agrees to:

1. Participate in safe, effective, and compassionate patient care under supervision, commensurate with his/her level of advancement and responsibility

2. Fulfill the educational, duty hour, and clinical responsibilities of the graduate medical education training program requirements as stated in the ACGME Program Requirements and other approved standards; and in accordance with the policies, procedures, and goals/objectives of the Residency or Fellowship Program to which the House Officer is assigned.
  3. Comply with the Hospital's pre-employment procedures prior to beginning the term of this agreement.
  4. Conform to all applicable by laws, rules, regulations, policies and procedures of the Hospital, the training program, and any other hospital or clinic to which the House Officer is assigned during the term of the training program. This includes conformance with the Hospital's Human Resources policies that are applicable to house staff, including, but not limited to, the Hospital's Sexual Harassment Policy. The House Officer agrees to report address changes to the Program Coordinator within one week of effective date.
  5. Accurately and appropriately complete all patients' medical records within the time period specified by the Hospital.
  6. The Parties agree that the House Officer may terminate this Agreement upon 30 days prior written notice to the Program Director. and in accordance with the policy and protocols of the National Residency Matching Program (NRMP) section 5.1 Match commitment.
- C. The ACGME Duty Hour requirements govern the duty hours of House Officers.
- D. In the event that the number of House Officers in the Hospital's program is reduced, or the Hospital's training program is discontinued, the provisions of B I Deaconess Medical Center Policy Regarding Residency Program Closure or Position Reduction will apply. A representative of the Hospital will inform House Officers as early as possible if the hospital decides to reduce the size of or to close the House Officers' graduate medical education training program.

## II. BENEFITS

- A. **Vacation and Other Leave:** The Program provides annual vacation of three weeks with pay. House Officers will also receive fifteen (15) days of sick leave per year. Vacation and sick leave may not be cashed out. Leave, such as professional leave, will be granted at the discretion and with the approval of the Program Director. Personal, family and medical leaves will be granted in accordance with applicable federal and state law. Consideration is given to minimum time requirements, i.e. the specialty boards, to ensure the defined number of months of training has been met.

**Leave of Absence:** Leave of absence benefits are provided to House Officers in accordance with Signature Healthcare - Brockton Hospital's, Leave of Absence Policy. Extended leaves of absences may affect the House Officer's ability to satisfy the ACGME's criteria for completion of a residency program. Programs have specific policies regarding the effect of leave of absence on program completion.

- B. **Employee Benefit Plans:** The House Officer is eligible to participate in the Hospital's employee benefits programs, which include health, dental, short and long-term disability, and life insurance coverage. The Hospital provides an HIV Infection Indemnity Plan to House Officers at no cost. Copies of specific policies currently in effect are available from the Hospital's Human Resources Department. The type and level of coverage shall be governed by the Hospital's benefit policies in effect during the term of this Agreement.
- C. **Professional Liability Insurance Coverage (Malpractice):** All House Officers are provided with professional liability insurance coverage through the Hospital for all activities and rotations undertaken as part of the House Officers program specific training. Massachusetts Medical Licensing Board does not allow House Offices to perform any outside services while holding a limited license.
- D. **Disability Insurance:** In the event of a disabling illness or injury, assuming coverage for these plans has been selected by the House Officer at the time of benefit enrollment, the House Officer **may be** eligible to continue to receive benefits under the Hospital's short and/or long-term disability plans,
- E. **Living Quarters (while on long shift duty):** Intern Staff room is provided by the hospital. Staff room is equipped with a computer, printer, desks and bed for use by the residents during the working day as well as the resident who is scheduled for long shift duty hours. Additionally the hospital will provide the resident who is on a long shift discounted / complimentary meal. The Discount rates is \$6.00 for each meal. One discount is allowed per 8 hour shift.
- F. **Counseling, Medical, Psychological Services and Other Support Services:** The Hospital offers confidential counseling services to House Officers to facilitate appropriate counseling, medical and psychological support services.
- G. **Physician Impairment and Substance Abuse:** The Hospital's Patient Care Assessment Program and the Policy on Substance Abuse and Physician Impairment govern issues pertaining to physician impairment, including that due to substance abuse. Additionally, the Massachusetts Medical Society offers confidentiality counseling and support through its Physician Health Services Division.

The House Officer affirms that he/she has read and accepts the terms and conditions of this Agreement and all the policies referenced herein.

***This Agreement must be signed by all Parties and returned to the Office of Graduate Medical Education prior to beginning training.***

In witness whereof the Parties hereto have subscribed their names:

**House Officer:**

\_\_\_\_\_  
***Signature***

\_\_\_\_\_  
***Date***

\_\_\_\_\_  
***Print Name***

**Signature Healthcare Brockton Hospital**

\_\_\_\_\_  
***Program Director***

\_\_\_\_\_  
***Date***