

Mary Hitchcock Memorial Hospital
at
Dartmouth-Hitchcock Medical Center

The Resident physician named below hereby acknowledges, accepts and agrees to abide by the following terms and conditions for participation in the ACGME-accredited residency program.

Resident Physician:

Academic Program:

Graduate Level:

Duration of Appointment:

Stipend:

As terms of this Agreement, each Resident physician agrees and understands that:

1. They are enrolled in an academic program with requirements governed by the Accreditation Council for Graduate Medical Education (ACGME).
2. They must consent to a pre-enrollment criminal background check and pass a pre-enrollment drug screening.
3. They will perform all duties and accept all reasonable assignments designated by the Program Director and/or their designee. Performance will be evaluated periodically by Faculty, Program Director and others as may be required.
4. They will fulfill the obligations set forth in this Agreement and comply with, and be subject to, all other applicable hospital policies, rules and regulations; state, federal and local laws; and standards required to maintain accreditation by relevant accrediting, certifying, or licensing organizations, including obtaining and maintaining authorization to work in the United States and a valid training or permanent New Hampshire license throughout the duration of this Agreement.
5. The Graduate Medical Education Policies and Procedures located on the Dartmouth-Hitchcock/GME website are considered to be an integral part of this agreement. These policies include, but are not limited to:
 - Grievance procedures and due process
 - Leaves of absence
 - Duty hours
 - Supervision
 - Moonlighting
 - Counseling services
 - Physician impairment and substance abuse
 - Harassment
 - Accommodation for disabilities
 - Intellectual property rights
 - Effect of leave(s) on the ability of the resident to satisfy requirements to complete the program
 - Information related to eligibility for specialty board examinations
 - Vacation
6. They will return all hospital properties such as books and equipment; complete all records; and settle professional and financial obligations to Dartmouth-Hitchcock prior to departure from the training program.
7. They must demonstrate sufficient competence to enter practice without direct supervision in order to satisfactorily complete the training program.

Resident physicians are expected to undertake responsibilities as identified in the GME Resident Responsibilities policy. These include, but are not limited to:

- Achieve all curricular requirements of the program in which they are enrolled including demonstrated competency in the areas of Patient Care, Medical Knowledge, Communication & Interpersonal Skills, Professionalism, Practice-Based Learning and Improvement and Systems-Based Practice;
- Meet program-specific requirements and adhere to program-specific policies;
- Develop a personal program of study to foster continual professional growth with guidance from the teaching staff;
- Participate in safe, effective, and compassionate patient care under supervision commensurate with the level of advancement and responsibility;
- Participate fully in the educational and scholarly activities of the program as required, and assume responsibility for teaching and supervising other residents and students;
- Participate in institutional programs and activities involving the medical staff and adhere to established practices, procedures, and policies of the institution;
- Become involved with institutional committees and councils whose actions affect their education and/or patient care;
- Apply cost containment measures to the provision of patient care using program and institutional systems, and;
- Submit to Program Director and/or Office of Graduate Medical Education accurate documentation of duty hours; confidential written evaluations of the faculty and of the program; and other information as may be required.

Mary Hitchcock Memorial Hospital and its participating hospital(s) and institution(s) will provide:

- An accredited academic program that provides for the educational needs of the resident including the opportunity to acquire the skills, attitudes, and knowledge consistent with proper patient care;
- Patient care ancillary services, medical records, and other support services necessary for quality patient care;
- Readily available faculty supervision;
- Appropriate stipends, health, dental, and disability insurance beginning on the Agreement of Appointment commencement date, per the terms and co-payments of the Hospital's insurance plans as outlined in the *Medical Plan Summary Plan Description for Resident Employees of Mary Hitchcock Memorial Hospital* and its associated yearly addendums. See GME Policies and Procedures online;
- Professional Liability insurance coverage for activities within the scope of employment and period of participation in the applicable training program, and afterwards, for claims arising out of medical incidents that occurred during the period of the individual's participation in the Dartmouth-Hitchcock professional liability insurance program. See GME Policies and Procedures online;
- Counseling services for the employee and their family members through the Employee Assistance Program or as covered by the Health Plan through the Behavioral Health Network, up to and including physician impairment, together with that due to substance abuse. See GME Policies and Procedures online;
- A duty hour policy and schedule consistent with patient safety and ACGME Institutional and Program-Specific Requirements;
- A work environment that includes adequate food services, on-call sleeping quarters, and an overall environment of safety and security;
- Laundry services for resident laboratory coats, call room linens, and scrub attire in areas where hospital-laundered scrub attire is mandated, and;
- Written policies on resident vacation and other leaves of absence (with or without pay) to include personal and sick leave consistent with applicable laws. See GME Policies and Procedures online.

CONDITIONS FOR REAPPOINTMENT

As the position of resident involves a combination of supervised, progressively more complex and increasing responsibility in the evaluation and management functions of patient care, reappointment will be dependent upon meeting the academic standards and curricular requirements of the program.

TERMINATIONS AND NON-RENEWAL

Continued participation in an academic program at DHMC is required for this agreement to remain in force. Termination from your academic program will terminate this agreement.

Mary Hitchcock Memorial Hospital may terminate this agreement and any obligations it may have thereunder at any time upon any reasonable basis which shall be deemed to include failure to satisfy the academic requirements of the program; failure to progress in knowledge or performance at a satisfactory rate; failure to attain or demonstrate competence in any of the core competencies; or conduct unbecoming a physician.

In the event that it is determined by the Program Director or their designee that renewal of this Agreement for a subsequent year of residency will not be made or a resident will not be promoted to the next level of training, Mary Hitchcock Memorial Hospital shall use its best efforts to provide the resident with written notice of such determination within no less than one hundred twenty (120) days prior to the expiration of this Agreement. If the primary reason(s) for non-renewal or non-promotion occur(s) within four months prior to end of the Agreement, written notice will be provided as circumstances reasonably allow.

In the event of a national disaster, act of war, civil unrest, or other cause beyond the control of any party that may disrupt the ability of the program to operate, this agreement may be suspended or terminated in accordance with the DHMC Disaster Policy.

WITH INTENTION to be legally bound hereby, the Parties have duly executed this Agreement on the date(s) indicated below.

_____	_____
Resident	Date
_____	_____
Albert A. Agresti, SJ, PhD Senior Manager, GME Operations	Date