

## RESIDENCY TRAINING IN ORAL AND MAXILLOFACIAL SURGERY

### *Statement of Rights and Responsibilities*

1. St. Joseph's Regional Medical Center residents are bound by the provisions of their residency contracts and by the directives of the program's University affiliate, New York Medical College.
2. Residents are expected to maintain their advanced education as a principal priority. Activities outside the program, when allowed, never take precedence over requirements of the program.
3. Residents may practice dentistry outside the program provided they are in good standing in the program and the outside activity will have no impact on the performance of their duties. They must have the following:
  - a. a valid, current license in the State where the activity is to take place;
  - b. professional liability coverage in that State;
  - c. any other requirements of employment as a dentist at that location;
  - d. written permission from the program director who will review the proposed work schedule and will subsequently review attendance, availability and performance on an ongoing basis.
4. The current salary is approximately \$50,000 for PGY I and increases annually. An additional stipend is provided to chief residents. Funds are available annually for book purchases and an additional \$500 is available to chief residents who require support for approved scholarly activity. During the six months that residents are employed by the VANJHCS, salary is paid by the VA (generally higher) and benefits may differ somewhat but are comparable.
5. The contract between each resident and the employing hospital provides for sick days and vacation. Other benefits currently offered include a meal allowance and additional funds to support approved educational activities. The contract, along with this document, the OMS resident manual and the OMS resident job description available in Human Resources or the Medical Education Office, establishes the basic conditions for employment.
6. Employment includes liability coverage for all approved activities as a resident in any of the affiliated sites where residents rotate as an official component of the program. For any other proved outside activity, the resident must purchase coverage privately.
7. Disputes will be adjudicated as indicated in the document "Disputes and Grievances." Communication with the accrediting body is described in detail in the same document.
8. Upon enrollment, each resident receives a packet of information including orientation materials from the hospital and its academic affiliated as well as the curriculum, goals and objectives of the oral and maxillofacial surgery residency program, the resident manual and associated documents. The incoming resident is responsible for reading these materials as well as the program's statements of rights and responsibilities and policies on disputes and grievances. Each resident will acknowledge in writing having received and read the aforementioned materials.
9. Each resident is expected to participate in and be on time for all scheduled activities.
10. Residents are expected to treat patients with respect, believing all reports of pain and providing OMS services in a manner that affords patients comfort and dignity.

11. Residents are expected to treat their colleagues with respect and must demonstrate by their actions that they are members of a team dedicated to patient welfare and the educational process.
14. Residents are expected to fulfill other assigned duties including, but not limited to:
  - participating in the monitoring and safeguarding of medications;
  - ensuring that they are easily reachable and readily available when on call; and
  - responding promptly and without question to ED calls, consultation requests and calls for assistance from GPRs and less experienced OMS residents
  - maintaining procedure logs to document their educational experiences and to support the needs of the program (annual surveys and site visits)
15. Residents must engage in scholarly activity and are expected to present at journal club, tumor board and other conferences and are encouraged to produce a publication grade paper during the period of enrollment. Annual demonstration of ongoing scholarly activity is required and may include submission of a poster or abstract for presentation at a local, regional or national meeting or involvement in an IRB-approved research project. Presentation at meetings is encouraged and will be supported as much as possible.
16. Vacation time is governed by contractual agreements with St. Joseph's and the VANJHCS. The use of vacation time when on rotation is subject to approval by the service chief at the involved hospital training site as well as the Program Director. Residents requesting time off when on service must clear the time with the chief resident and must communicate in writing with the program director (or his designee when he is not available) and copy that communication to the program coordinator who tracks vacation day usage.
17. Each resident is responsible for securing a NJ residency permit or a valid license prior to his/her first day of work. Unlicensed residents must renew their permits annually and ensure that a current permit is always on file at the program director's office. In addition, copies of other required certifications (ACLS, ATLS, PALS, BLS) must be turned over to the program director and maintained on file.
18. Additional rights and responsibilities are listed and/or discussed in resident contracts, resident job descriptions, the resident manual and in other documents and memoranda generated by NYMC, the SJRMC Department of Oral and Maxillofacial Surgery and/or by the other hospitals serving as training sites for the program.

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