NAME: COMPENSATION AND BENEFITS

POLICY: COMPENSATION:

St. Christopher’s Hospital for Children (SCHC) will compensate all Residents and Fellows by salary commensurate with the training level at which they function. Salaries will be paid in biweekly installments.

BENEFITS:

SCHC will provide certain individual benefits to Residents and Fellows. These will include:

A. Professional Liability Insurance

1. All Resident Physicians will be provided with professional liability insurance covering the duration of training. This coverage will provide legal defense and protection against claims arising during the training program, including claims not reported or filed until after the completion of graduate medical education. This coverage will be at limits which are not less than those mandated by the Pennsylvania Health Care Services Malpractice Act for the services performed while participating in the Program.

2. Such professional liability insurance coverage applies only to those activities and services within the scope of the Resident Physician’s duties as defined by the Residency Training Program Director pursuant to the terms of the Resident Physician Agreement or activities and services approved in writing by the Residency Training Program Director.

3. The Resident Physician must agree to cooperate fully with the Hospital and the Hospital’s insurance representative/company in the defense of any liability claims asserted against the Hospital, the Resident Physician, the teaching staff, or any member of the attending staff.
NAME: COMPENSATION AND BENEFITS

B. Vacation

1. Paid vacation is provided as set forth in the Paid Time Off and Leave Policy.

2. Vacations are to be taken within the contract year and at a time acceptable to the Chief Resident and/or the Program Director.

3. Resident Physicians may not receive pay in lieu of vacation.

4. Vacation requests must be submitted to the Chief Resident and/or the Program Director in advance for approval.

5. When assigned to outside affiliated institutions for rotations, a Resident Physician must comply with the vacation policies/procedures of that institution and any specific requirements of departmental affiliation agreements.

C. Sick Leave

1. Paid Sick Leave is provided as set forth in the Paid Time Off and Leave Policy.

D. Group Benefit Programs

Residents/Fellows are offered the opportunity to participate in the group benefit programs provided by SCHC starting on the thirty-first day of employment. Interim health insurance only is subsidized to a defined limit for the first thirty days of employment. These benefits include:

1. Health Insurance - Group Health Care Plans are available for the Residents/Fellows and eligible dependents. PPO, EPO and Health Savings Plan are the three available options and the employee contributes to the cost along with the hospital. Health benefits become effective on the thirty-first (31st) day of employment. However, the GME Office offers reimbursement for the purchase of a short term (30 day) health insurance policy.
2. **Prescription Drug Coverage** – This coverage is included with each AAHS Select medical option and is only available if a medical option is chosen.

3. **Vision Coverage** – Employee is required to contribute toward the premium. Contributions are deducted on a pre-tax basis.

4. **Dental Insurance** – Employee is required to contribute toward the premium. Contributions are deducted on a pre-tax basis.

5. **Life and Personal Accidental Insurance** – In addition to the basic life insurance paid by the hospital, supplemental life insurance may also be purchased equal to 1, 2, 3, or 4 times the annual benefit pay.

6. **Disability Program** – Short Term disability benefits are available. Contributions are deducted on a post-tax deduction.

7. **401(K) Plan** – Eligible on 91st day of employment. AAHS provides a standard company match of 50 cents on the dollar up to 1.5% for employee contributions of 3% or greater.

7. **Employee Assistance Program (EAP)** – Confidential support services are provided through this service as set forth in the Counseling/Support Services Policy.

E. **Parking**

On-site parking is provided at no charge for Residents/Fellows while they are present at the hospital for purposes of fulfilling service or educational requirements.

F. **Meals**

A meal allowance is provided as set forth in the Meal Allowance Policy.

G. **On-Call Quarters**

On-Call sleeping rooms are available for Residents/Fellows as set forth in the On-Call Rooms Policy.

H. **Uniforms**

White lab coats and scrub suits are provided as set forth in the Attire and Identification Policy.
NAME: COMPENSATION AND BENEFITS

I. Education Allowance

An annual education stipend will be provided for each Resident/Fellow as set forth in the *Education Allowance Policy*. The current allowance is $600 for each academic training year. An additional Research allowance is made available for clinical fellows.

J. Life Support Training – Certifications in BLS, PALS, and NRP are provided at no cost to the resident/fellow. Certification in ATLS is also available where required by the training program.

(GMEC approved 4/4/12)