

Policy: Abrazo Institutional: Job and Educational Related Requirements for Residents/Fellows	Effective Date: 10/7/2021	Revision Date(s):
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PURPOSE:

This policy ensures that all Abrazo Health GME residents/fellows providing patient care in an Abrazo Facility or in another facility as a required participating site will comply with the safety and quality programs established by each institution as relates to mandatory vaccination requirements, health-related requirements, disclosures, and educational requirements.

POLICY:

As a condition of employment, Resident/Fellow Physicians are required to complete all job related or educational related requirements prior to the assigned due date. These requirements include, but are not limited to the following:

- i. TB Skin Testing and related requirements
- ii. Annual Flu Vaccination or appropriate declinations or exemptions as required by the hospital.
- iii. Other required vaccinations (i.e. Tdap, MMR, COVID-19, and others as determined by occupational health and the Hospital Administration) and/or appropriate declination or exemptions as required by the hospital.
- iv. Any required Conflict of Interest Disclosures (if applicable)
- v. Any Mandatory Educational Assignments
- vi. Screening Requirements (including drug and alcohol screening)
- vii. Follow up with Occupational Health and/or provide any required documentation required for any job related injury or exposure.

The Hospital Administration reserves the right to set requirements for their facility from time to time as needed and as recommended by the Chief Medical Officer(s), Chief Nursing Officer(s), Occupational Health, Graduate Medical Education, Human Resources and/or Hospital leadership. These requirements will be communicated to the relevant parties as updates occur.

Residents/fellows who are required to provide care in facilities outside of the Abrazo Health System must comply with the policies and requirements of those facilities even if those requirements are more stringent than the requirements set forth in the Abrazo Health System.

FAILURE TO COMPLETE JOB RELATED OR EDUCATION RELATED REQUIREMENTS:

Job related requirements must be completed on or before their assigned due date. Resident/Fellow Physicians employed by Abrazo are subject to the same requirements of any employee of Abrazo. In addition, Resident/Fellow Physicians who are required to do rotations outside of the Abrazo System are required to adhere to any and all requirements set by the hosting institution where the rotation is located. If failure to meet the hosting institution’s requirement results in removal from the schedule and failure to complete the rotation, the resident/fellow will be responsible for finding a suitable rotation to meet the program requirements. This could result in extension of their academic training and a delay in graduation or, if unable to find a suitable alternate rotation, failure to graduate and ultimate termination from the program if unable to meet ACGME program requirements.

Resident/Fellow Physicians will not be allowed to provide care for patients or participate in any educational programs or provide services in any Abrazo Facility if they fail to meet the job related or educational related requirements established by the hospital(s) and Graduate Medical Education.