

UC San Diego Health

TERMS AND CONDITIONS OF APPOINTMENT

PAY LEVEL SALARY SCALE*

Represented House Officer

Title Codes	Position	Pay Level
2709	Resident Physician 1	1
2723, 2736	Resident Physician 2	2
2723, 2736	Resident Physician 3	3
2723, 2736	Resident Physician 4	4
2723, 2736	Resident Physician 5	5
2723, 2736	Resident Physician 6	6
2723, 2736	Resident Physician 7	7
2723, 2736	Resident Physician 8	8
2733, 2750	Non-Accredited Training & NIH Grants	3-8
2738	Chief Resident Stipend	As Posted

NON-Represented House Officer

Title Codes	Position	Pay Level
2708	Resident Physician 1	N/S
2724, 2726	Resident Physician 2-8	N/S
2714	Psychology Interns (NPCT)	As Posted
2740	Non-Physician Clinical Trainees	As Posted
2732	2111 Resident Physician 4-8	N/S
2732	Post-graduation Chief Resident Year in Medicine, Pediatrics, Radiology, or Surgery	TBD
2725	Chief-Resident	N/S
*Pay Level Salary Scales posted on the OGME website: https://meded.ucsd.edu/index.cfm/gme/house_officer/		
N/S: Non-Salaried Appointment NPCT: Non-Physician Clinical Trainee		

POLICY TITLE	HOPPD ¹ Page #	M6 MOU ² Page #
LEAVE POLICY	6	20
• Vacation	6	20
• Professional Leave	7	20
• Sick Leave	7	21
• Sick Leave Family Illness & Bereavement	7	21
• Personal Leave of Absence	7	21
• Pregnancy/Childbearing Disability	8	21
• Parental Leave	8	22
• Paid Parental Leave/Bonding	8	22
• Medical & Caregiver Leave	9	
• Family and Medical Leave	9	22
• Leave for Work-Incurred Disability	11	23
• Military Duty	11	24
• Jury Duty	11	24
• Policy on Effect of Leave on Completion of the Training Program	11	

Benefits and Deductions	11	9
• Health Insurance Package	11	
• Professional Liability Coverage	13	25
• On Call Meals		27
• Uniform and Uniform Laundering	14	42

¹HOPPD: House Officer Policy and Procedure Document (<https://meded.ucsd.edu/gme>)

²M6 MOU: UC San Diego Health & San Diego House Staff Association MOU (<https://www.cirseiu.org/wp-content/uploads/2022/11/UCSD-SDHSA-FINAL-CONTRACT-1.pdf>)

VISA REQUIREMENTS

Non-US citizens may pursue residency and fellowship training at UC San Diego Health while holding permanent resident status or a J1 Exchange Visitor Visa under the sponsorship of the ECFMG.

UCSDH policy reflects that graduate medical education training is not completed by individuals who hold an H visa. An exception to this policy may be requested by the UCSDH GME training program director for an applicant who is in the US and currently holding a valid H visa at the time of application to the UCSDH GME program.

SAMPLE HOUSE OFFICER UCSDH APPOINTMENT LETTER (CONTRACT)

The two following pages are examples of the initial appointment documents for all new incoming House Officers which include:

- UC Appointment Letter (Contract)
- UC Resident Physician Position Description

Important information about University of California Policy for Faculty, Trainees and Students working at Covered Affiliates

UC's academic health centers and health professional schools have affiliations with other health care organizations to improve quality and access for the people of the state of California, particularly those in medically underserved communities, and to support the University's education, research and public service mission.

Some of these organizations have policies that are different from those of UC San Diego Health. For example, some restrict certain evidence-based health care services, such as abortion, contraception, assisted reproductive technologies, gender-affirming care, and end-of-life care, that otherwise would be offered at a UC or other health care location. These organizations are "covered affiliates" under Regents Policy 4405 and systemwide policy.

The University of California is committed to delivering patient-centered, evidence-based, comprehensive medical care that addresses the needs of patients, advances health equity, and is free from discrimination. Accordingly, when UC providers are working or training at any UC or non-UC facility, they are expected to:

- Make clinical decisions consistent with the standard of care and their independent professional judgment, respecting each individual patient's needs and wishes. Trainees are expected to make decisions under the appropriate level of supervision by a licensed clinician as outlined in the local UC school and program supervision policies.
- Inform patients of all health care options, regardless of whether those options are available through the covered affiliate, prescribe any interventions that are medically necessary and appropriate, and transfer or refer patients to other facilities when it is in the patient's interest.
- Provide any item or service deemed necessary and appropriate in the event of an emergency, without restriction, and without seeking approval from any non-licensed health care provider.

Covered affiliates may ask for confirmation of adherence to their policies while working or training at their facilities. However, the major private, non-profit health systems in California with policy-based restrictions have acknowledged in their agreements with the University that their policies permit all of the above activities; and all covered affiliates will have done so no later than December 31, 2023, or the University will exit the agreement.

In addition to these organizations, many government-operated facilities are prohibited by law from performing certain services and have adopted policies implementing those laws. They also have confirmed that they expect their medical staff and personnel providing services at their clinical sites to make clinical decisions consistent with the standard of care and their independent professional judgment, considering the needs and wishes of each individual patient. As with all UC-sponsored training programs, trainees are expected to make decisions under the appropriate level of supervision by a licensed clinician as outlined in the local UC school and program supervision policies.

These government-operated organizations have verified that they comply with federal anti-discrimination laws and that they do *not* bar advising, prescribing, or referring patients, nor do they bar performing emergency services.

UC San Diego Health has identified the following non-governmental covered affiliates that have care-restricting policies. This list is not exhaustive and may change over time based on the policies of these organizations or the addition of new agreements with other health care organizations

- Loma Linda University Medical Center - Murrieta

The University expects that UC employees and trainees will deliver evidence-based health care services and, in those locations where a required service cannot be delivered, appropriate referrals or transfers must be made. If at any time a UC employee or trainee is asked to do otherwise, or a patient has a complaint, the University should be immediately informed as described below.

If UC trainees believe their professional judgment or freedom to counsel, prescribe, refer, transfer, or provide emergency care has in any way been impeded at a covered affiliate's facility, they should immediately contact:

Charlie Goldberg, M.D., Associate Dean
Graduate Medical Education,
UCSD School of Medicine
cggoldberg@health.ucsd.edu

If for any reason UC trainees are unable to contact Dr. Goldberg as indicated above, the following should be contacted: Patricia Maysent / pmaysent@health.ucsd.edu. Concerns may also be reported through the University's Whistleblower Hotline at universityofcalifornia.edu/hotline or (800) 403-4744.

More information can be found in the full text of the Regents Policy 4405 [Policy on Affiliations with Healthcare Organizations that Have Adopted Policy-Based Restrictions on Care](#).