

**IOWA HEALTH SYSTEM
DES MOINES, IOWA**

EMPLOYEE JOB DESCRIPTION

TITLE: Family Medicine Resident Physician **JOB CODE:** 79000

EXEMPT: or **NON-EXEMPT:**

DEPARTMENT NAME: Family Medicine (67020)

PREPARED BY: Michael P. Rodemyer
Director, Medical Education Administration

APPROVED BY: Douglas B. Dorner, M.D.
Director of Medical Education

DATE EFFECTIVE: October 2014

DATE REVIEWED: October 2014

PRIMARY FUNCTION AND RELATIONSHIP TO TOTAL ORGANIZATION:

Resident physicians will provide, consistent with their level of training and expertise, care for all types of patients within the goals and objectives of their curriculum under the supervision of faculty and the program director. Successful performance contributes to a holistic approach to the delivery of services, improved patient care, and a high level of satisfaction from patients and families.

REPORTS TO:

Program Director

SUPERVISES:

Junior Residents

JOB FUNCTIONS:

A. Essential Functions and Frequency:

1. Meet responsibilities inherent in each rotation as defined by the rotation goals and objectives.
2. Participate in all academic conferences, lectures, grand rounds, etc. as scheduled by the program director.
3. Comply with the on-call schedule established by the program director.
4. Develop a personal program of learning to foster continued professional growth with guidance from the teaching staff.
5. Participate fully in the educational and scholarly activities of the program and as required, assume responsibility for teaching and supervising other residents and students.
6. Complete in a timely manner and in compliance with medical staff and hospital policies, all medical records for which responsible.
7. Abide by the GMEC policies and procedures, departmental policies and procedures, applicable IHS employee policies, and applicable medical staff bylaws, rules, and regulations.
8. Participate in appropriate medical center and medical staff committees when appointed.
9. Respect and maintain confidentiality of patient information and agree to refrain from gossip and rumor concerning residents, physicians, employees, or patients.
10. Use best efforts to achieve and maintain positive relations with patients, family members, patient representatives, medical center employees, members of the medical staff, referring physicians, and other residents.
11. Obtain independent transportation to all sites since public transportation in Des Moines is limited.

12. Perform all other duties and functions as necessary to complete the requirements of the appropriate specialty board and the Accreditation Council for Graduate Medical Education program specific requirements.
13. Demonstrate initiative to improve quality and customer service.
14. Balance team and individual responsibilities, is objective and open to other's views, gives and welcomes feedback, contributes to positive team goals, puts success of team above own interest.

B. Other Functions:

1. Perform functions other than described due to extenuating circumstances.

PERSONAL SPECIFICATIONS:

A. Qualifications/Experience:

Possess valid resident physician license to practice medicine in Iowa.

Pass Steps 1 and 2 of the United States Medical Licensing Examination (USMLE) or Levels 1 and 2 of the Comprehensive Osteopathic Medical Licensing Examination (COMLEX).

B. Education:

Graduate of a medical school in the United States and Canada accredited by the Liaison Committee on Medical Education, or graduate of a college of osteopathic medicine in the United States accredited by the American Osteopathic Association, or graduate of a medical school outside of the United States who has completed a Fifth Pathway program provided by an LCME accredited medical school, or graduate of a medical school outside the United States and Canada who meets one of the following:

1. Possess a currently valid certificate from the Educational Commission for Foreign Medical Graduates.
2. Possess a full and unrestricted license to practice medicine in Iowa

C. Mental/Cognitive Demands:

1. Must be able to communicate effectively with people of diverse professional, educational, and lifestyle backgrounds.
2. Work under time constraints, make quick decisions, function in a noisy or crowded environment, work in stressful situations, work independently, be able to problem solve, resolve conflicts, and interpret, apply, analyze, synthesize, and evaluate information specific to the work environment.

D. Population Served:

X	Neonatal	0 - 29 days
X	Infant	29 days – 12 months
X	Toddler	1 – 3 years
X	Child	4 – 12 years
X	Adolescent	13 - 18 years
X	Adult	19 - 64 years
X	Aging Adult	65 + years
	Not Applicable	

E. Environmental Conditions:

- Exposure to constant or intermittent sounds.
- Exposure to extreme heat or cold.
- Exposure to fumes, odors, dusts, mists, gases, and/or poor ventilation.
- Drives motorized equipment and/or works near moving equipment.
- Work is conducted in confined or restricted quarters.
- Exposure to marked changes in humidity and/or temperature.
- Work is conducted in a climate controlled setting.
- Work is conducted outdoors.
- May come in contact with potentially hazardous chemical or treatment modalities.
- Possibility of exposure to communicable diseases.
- Involvement in patient care may result in exposure to potential work related illness or injury.
- Other _____

PHYSICAL REQUIREMENTS:

A. In an eight hour work day:

- 1. sit 0 1 **2** 3 4 5 6 7 8 hours
- 2. stand 0 1 2 3 4 **5** 6 7 8 hours
- 3. walk 0 **1** 2 3 4 5 6 7 8 hours

B. Job requires:

	0% None	1-33% Occasionally	34-66% Frequently	67-100% Continuously
1. squatting		X		
2. bending			X	
3. kneeling		X		
4. reaching			X	
5. twisting			X	
6. crawling	X			
7. climbing	X			
8. hearing acuity		X		
9. vision acuity -- far				X
10. vision acuity -- near				X
11. color vision				X
12. depth perception				X

C. Job requires personnel to lift/carry:

	0% None	1-33% Occasionally	34-66% Frequently	67-100% Continuously
1. 0-10 lbs.				X
2. 11-24 lbs.		X		
3. 25-34 lbs.		X		
4. 35-50 lbs.		X		
5. 51-74 lbs.	X			
6. 75-100 lbs.	X			
7. 100 + lbs.	X			

D. Job requires employee to push/pull:

	0% None	1-33% Occasionally	34-66% Frequently	67-100% Continuously
1. 0-10 lbs.				X
2. 11-24 lbs.				X
3. 25-34 lbs.		X		
4. 35-50 lbs.		X		
5. 51-74 lbs.		X		
6. 75-100 lbs.	X			
7. 100 + lbs.	X			

E. At work, employee uses feet for repetitive movements, i.e., foot controls:
 Right foot: Yes X No___ Left foot: Yes X No___ Both: Yes X No___

F. At work, employee uses hands for repetitive actions such as:

	Grasping	Grasping and Turning	Fine Manipulation	Speed Work
right	X	X	X	X
left	X	X	X	X

G. Department of Labor Physical Demands:

- ___ Sedentary Work: Lifting 10 lbs. maximum and occasionally lifting and/or carrying articles.
- ___ Light Work: Lifting 20 lbs. maximum with frequent lifting and/or carrying objects weighing up to 10 lbs.
- X Medium Work: Lifting 50 lbs. maximum with frequent lifting and/or carrying of objects up to 25 lbs.
- ___ Heavy Work: Lifting 100 lbs. maximum with frequent lifting and/or carrying of objects up to 50 lbs.
- ___ Very Heavy Work: Lifting objects in excess of 100 lbs. with frequent lifting and/or carrying objects weighing 50 lbs. or more.
- X Ability to lift, push and pull with assistance (mechanical or co-worker), the weight of the average patient specific to the department.