

BOSTON MEDICAL CENTER

Graduate Medical Education Committee

POLICY ON RESIDENT PROMOTION, CONDITIONAL RENEWAL,
NONRENEWAL, DISCIPLINARY ACTION, AND DISMISSAL

Purpose

To provide a uniform institutional standard regarding the promotion of residents, remediation, and disciplinary action.

Promotion of Residents

Residents should be advanced to positions of higher responsibility only on the basis of evidence of their satisfactory progressive scholarship and professional growth based on their evaluations.

Offers of Reappointment

All offers of reappointment made to returning residents for positions commencing July 1 of the next academic year shall be issued in writing by the Chief of Service or designee and the Hospital. The Hospital will make every effort to make offers of appointment by December 31 of the year prior to the beginning of the reappointment period.

Conditional Renewal, Remediation, Nonrenewal, and Withdrawal of Appointment

Where a department needs additional time to decide whether or not to renew a specific Resident, the Resident shall be given a conditional renewal in writing. The conditional renewal shall specify a remediation plan including the aspects of the individual Resident's performance that must improve in order for his/her services to be renewed and a time frame in which the Resident will be reevaluated. Any Resident who is not renewed for failure to meet the remediation plan shall be notified in writing. The Hospital shall make every effort to provide Residents with notification of conditional renewal by December 31.

All offers of reappointment, conditional renewal, or notification of non-renewal shall be made to all Residents in a specific department/program in a five (5) working day period. For Residents entering a program after December 31, offers of reappointment, or conditional renewal, and notification of non-renewal shall be made by April 1 of the year of the reappointment period.

Offers of reappointment may be withdrawn if the Resident's subsequent performance is substandard, provided the Program has made a documented effort at remediation as described above.

Disciplinary Action

The concept of progressive discipline is applied in all cases, except in those instances where summary discipline is warranted. Progressive discipline is incremental discipline that may, but not necessarily, include the following steps: informal counseling, written warning, remediation, suspension, and termination.

A Resident shall be given written notice of any disciplinary action to be taken against him/her, to include a description of the disciplinary action taken or contemplated and a full description of the reasons for such action. Such notice shall be given as soon as possible, but in no event later than three (3) days after the disciplinary action. No contemplated disciplinary action shall be reported to the Board of Registration in Medicine until the discipline is implemented.

Summary Discipline

Whenever there are reasonable grounds to believe that the conduct or activities of a resident pose a threat to the life, health or safety of any patient, employee, or other person present at the Hospital and that the failure to take prompt action may result in imminent danger to the life, health or safety of any such person, the Chief of the Division or Department or the Program Director may summarily suspend the resident.

Appeal Procedure The affected Resident shall have the right to a full hearing with his/her Chief of Service or the Hospital's, according to the process described in the Discipline Procedure.

Conflict

Should a conflict arise between this policy and the provisions of the contract between Boston Medical Center and the House Officers Association (HOA), the HOA contract will prevail.

Approved by the Graduate Medical Education Committee on January 24, 2000.