Slaying the Three-Headed Monster, Part 3:
Resident Remediation

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Disclosures

- In recovery
  - 30 years as a practicing general surgeon
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- No relevant financial disclosures
Slaying the Three-Headed Monster

- Patient Safety and QI
- Resident Well-Being
- Remediation
Taming the Four-Headed Animal

- Patient Safety
- Quality Improvement
- Remediation
- Resident Well-Being
Patient Safety

• MUST be the overriding goal for every doctor

• Adverse events in patient safety
  • demand quality improvement efforts
  • may require resident remediation
  • damage resident well-being
Taming the Four-Headed Animal

- Patient Safety
- Quality Improvement
- Remediation
- Resident Well-Being
Quality Improvement

• “The framework used to systematically improve the ways that care is delivered”

• May or may not be aimed directly at patient care

• The things that drive them crazy adversely affect resident well-being
Taming the Four-Headed Animal

- Patient Safety
- Quality Improvement
- Remediation
- Resident Well-Being
Resident Remediation

• Graded and progressive authority and responsibility is a core tenant of American medical education

• *Appropriate* supervision requires:
  • allowing residents to work up to the level of their incompetence
  • regular evaluation and feedback
  • occasional remediation

• Remediation is not a disciplinary action

• Resident well-being is improved when they are confident that they are doing their work correctly
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Patient Safety

Quality Improvement

Remediation

Resident Well-Being
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Thank you