



The Bucking Bronco: Dealing with the At Risk, Challenging, and Unknown Resident

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WEDNESDAY, FEBRUARY 19 - SATURDAY, FEBRUARY 22, 2020

Disclosures

- Consultant for Hypermed



STANDARDS AND REQUIREMENTS FOR APPROVAL OF PODIATRIC MEDICINE AND SURGERY RESIDENCIES

COUNCIL ON PODIATRIC MEDICAL EDUCATION

3.10

a. The mechanism of appeal

The sponsoring institution must establish a written mechanism of appeal that ensures due process for the resident and the sponsoring institution, should there be a dispute between the parties. Any individual possessing a conflict of interest related to the dispute, including the program director, must be excluded from all levels of the appeal process.

b. The remediation methods established to address instances of unsatisfactory resident performance

The sponsoring institution must establish and delineate remediation methods to address instances of unsatisfactory resident performance (academic and/or attitudinal) and that identify the time frame allowed for remediation. Remediation methods may include, but not be limited to, requiring that the resident repeat particular training experiences, spend additional hours in a clinic, or complete additional assigned reading to facilitate achievement of the stated competencies of the curriculum. Remediation should be completed no later than three months beyond the normal length of the residency program.

c. The rules and regulations for the conduct of the resident





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Incident

- Resident called in sick one morning
- Returned to work the following day (did not reveal reason)
- Several days later received call from another hospital stating that the resident had been arrested for DUI through finger print tracking
- Pulled resident from rotation
- Ad Hoc meeting with GMEC and Chief of Staff of Education
 - Placed into physician help program
- Full investigation with interviews of staff members



Investigation and Retrospective Review

- PGY 1
 - Had multiple incidents of not returning call page timely
 - Had personal issues with unexpected late/long cases
 - Missing in action during clinic hours
- PGY 2
 - Irritable and agitated after long cases
 - Late to AM rounds
 - Called in sick weekly especially Mondays with no explanation
- Complicating factors
 - Did not have unsatisfactory performance
 - Paging issue occurred with other services
 - Missing in action during clinic explained by medical condition
 - Sick days – 30 days available



Action Plan

- After 1 month of deliberation the Chief of Staff's office recommended
 - Dismissal from program based on integrity





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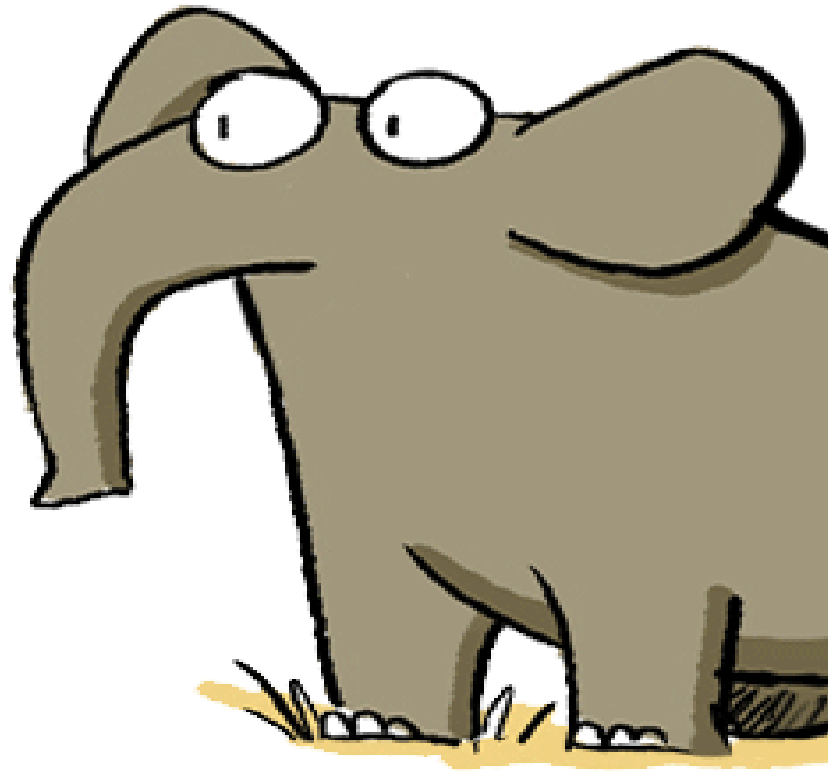
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Lessons Learned

- Prior to Residency
 - Difficulties getting training license should raise red flags
- Educate New Trainees on
 - Finger Printing
 - Random Drug Screening
 - Educate Trainees the possible deleterious effect of substance abuse and performance
 - Physician Health Program



Thank you!



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