Performance Management & Decision Guide for Physician Trainees

Start

Deliberate Act Test

Did the Physician Trainee intend the act?

- No → Is there suspicion of ill health (either mental or physical) or substance abuse?
- Yes ↓

Did the Physician Trainee intend the outcome (i.e. to cause physical/mental harm or other damage)?

- No → Is there suspicion of ill health (either mental or physical) or substance abuse?
- Yes ↓

Egregious or Willful Misconduct

Actions to Consider

- Disciplinary action such as restricted practice, probation, suspension, or termination
- Mental Health evaluation
- Report to professional group or regulatory body
- Law Enforcement referral

Identify Contributing System Factors

Incapacity Test

Is there suspicion of ill health (either mental or physical) or substance abuse?

- No → Did the Physician Trainee depart from policies, procedures, protocols or generally accepted performance expectations?
- Yes ↓

If Ill health or a medical condition: Was the Physician Trainee aware of the illness or medical condition?

- Yes → Is there evidence that the Physician Trainee chose to take an unacceptable risk OR has a history of poor performance or decision making?
- No ↓

Suspected Health Condition and / or Substance Abuse

Actions to Consider

- Health care referral
- Adjustment of duties
- Leave of absence
- Substance abuse testing
- Disciplinary action(s)

Identify Contributing System Factors

Compliance Test

Did the Physician Trainee depart from policies, procedures, protocols or generally accepted performance expectations?

- No → Would Physician Trainees in the same profession and with comparable knowledge, skills and experience act the same under similar circumstances?
- Yes ↓

Were the policies and procedures available, understandable, workable, and in routine use?

- No → Would Physician Trainees in the same profession and with comparable knowledge, skills and experience act the same under similar circumstances?
- Yes ↓

Is there evidence that the Physician Trainee chose to take an unacceptable risk OR has a history of poor performance or decision making?

- No → Were there any deficiencies in related training, experience or supervision?
- Yes ↓

Are their significant mitigating circumstances that support the act in this case?

- Yes → Were there any deficiencies in related training, experience or supervision?
- No ↓

Possible Significant Performance Issue

Actions to Consider

- Disciplinary action(s)
- Job-fit consideration
- Increased supervision/monitoring
- Required education
- Healthcare evaluation

Identify Contributing System Factors

Substitution Test

Would Physician Trainees in the same profession and with comparable knowledge, skills and experience act the same under similar circumstances?

- Yes → Possible System Induced Error
- No ↓

Were there any deficiencies in related training, experience or supervision?

- Yes → Possible System Induced Error
- No ↓

Possible Unintended Human Error

Actions to Consider

- Coaching
- Increased supervision
- Performance improvement plan
- Adjustment of duties
- Required education

Identify Contributing System Factors

Possible System Induced Error

Console and/or Coach the Individual

AND

Find & Fix Process Problem

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Adapted from James Reason's Decision Tree for Determining Culpability of Unsafe Acts and the Incident Decision Tree

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