



Policy: Discipline of House Staff

POLICY STATEMENT: House Staff members shall have no right to a hearing and appellate review as set out in the Fair Hearing Plan. The hospital and its Medical Staff maintain the right to recommend to Texas Tech University Health Sciences Center (TTUHSC) disciplinary action for House Staff members about whom there have been complaints and/or concerns related to quality or other matters affecting the discharge of their duties at Northwest Texas Healthcare System.

1. Documentation of Incident(s).

Any member of the hospital staff or Medical Staff who has witnessed, or has knowledge of, an incident or incidents involving a House Staff member that in any way compromises patient care, or otherwise interrupts hospital function, shall complete an incident report, which shall be forwarded to the Risk Manager, who shall communicate that information to the Chief Medical Officer. Information regarding the incident report(s) shall be made available to the Regional Chair of the Department to which the House Staff member is assigned, with copies to the Regional Dean and Academic Dean.

2. Referral Process.

The Risk Manager or Chief Medical Officer, if indicated by the nature of the incident, shall refer review of the incident(s) to the Chief of the Medical Staff department in which the incident occurred. The Risk Manager, Chief Medical Officer, Quality Management representative, and the Chief in a collaborative effort will determine if the incident(s) is (are) of such nature as to warrant review by the Joint Practice Committee of that department. The Chief may also recommend to the CEO/Managing Director and/or the President of the Medical Staff that the House Staff member's right to provide care be summarily suspended, in whole or in part, until review of the matter by the Executive Committee, if patient safety is deemed an issue.

3. Notification to TTUHSC.

Review of the case(s) shall be conducted in accordance with peer review principles employed at NWTHS. Whether the House Staff member and his/her Attending Physician are to be invited to attend the meeting at which the case(s) will be discussed shall be at the discretion of the Chief. If it is the determination of the Joint Practice Committee that discipline may be indicated, a report will be made to the Chief Medical Officer, who shall refer the matter to the Regional Dean and Regional Chair.

4. Determination of Disciplinary Action.

Disciplinary action to be taken shall be determined by TTUHSC in the manner described in their policies and procedures. A report of the planned disciplinary action as determined by TTUHSC shall be provided to the Chief Medical Officer, or his designee, who shall forward the report to the Medical Staff Executive Committee for consideration in executive session. The Executive Committee's recommendation regarding the acceptance of, modification of, or rejection of, the planned course of disciplinary action will be forwarded to the Board of Governors.

5. Board of Governors' Review.

Any decision by the Board of Governors to modify or reject the planned course of disciplinary action shall be forwarded to the Regional Dean, along with any recommendations for action deemed more appropriate to the situation.

6. Request for Reconsideration by TTUHSC.

TTUHSC shall have the right to appeal a decision by the Board of Governors that is contrary to its planned course of action. Any such request for reconsideration shall be submitted by the Regional Dean* to the CEO/Managing Director, or designee, within 14 days of the decision by the Board of Governors. The request for reconsideration shall include a statement(s) regarding the basis for the appeal. The request for reconsideration shall be presented at the next regularly scheduled meeting of the Board of Governors. The Board of Governors as the governing body of NWTHS shall have final authority for determining disciplinary action as it relates to the House Staff member's right to provide care at NWTHS.

*The House Staff member has no right to appeal the decision, except through whatever internal mechanism Tech would choose to employ. The right to appeal must be supported by, and made through, TTUHSC as noted above.