

Dismissal of Residents

Effective: July 1, 2019
Reviewed by GMEC: February 12, 2019
Initial Approval by GMEC: December 7, 1993

NOTHING CONTAINED IN THIS POLICY OR IN ANY OTHER POLICY CREATES A CONTRACT RIGHT. CONSISTENT WITH SOUTH CAROLINA LAW, ALL EMPLOYEES ARE EMPLOYED "AT WILL," WHICH MEANS THAT THE EMPLOYEE HAS THE RIGHT TO TERMINATE HIS OR HER EMPLOYMENT AT ANY TIME, WITH OR WITHOUT NOTICE OR CAUSE, AND THAT PALMETTO HEALTH RETAINS THE SAME RIGHT. EXCEPTIONS TO THE POLICY THAT ALL EMPLOYEES ARE EMPLOYED "AT WILL" MAY BE MADE ONLY BY WRITTEN AGREEMENT SIGNED BY THE PRESIDENT OF PALMETTO HEALTH.

Statement

A resident may be dismissed "for just cause". In all cases, however, the resident has the right to appeal the decision in accordance with the resident Grievance and Due Process Policy.

Associated Policy (ies):

Grievance and Due Process
Remediation

Responsible Positions (Title) :

Program Director
Resident /Fellow
GME office

Equipment Needed:

None

Procedure Steps, Guidelines, Rules or Reference:

1. A resident may be dismissed "for just cause."
2. The Program Director will present the recommendation for dismissal to the GMEC.
3. The GMEC will officially act on the recommendation.
4. The GMEC Executive Subcommittee may impose temporary action (e.g., administrative leave) until the GMEC meets. (See Remediation Policy)
5. The Program Director will notify the resident of dismissal decision and will collect identification badges, keys, and any other facility and records access items as soon as possible.
6. DIO will notify GME officials and direct them to notify appropriate parties to ensure that resident access to electronic medical records and other privileged residency systems is terminated as soon as possible.



7. In the event of dismissal, the resident has the right to appeal the decision in accordance with the Resident Grievance and Due Process Policy.

References:

ACGME Institutional Requirements, IV.C.1.b [Promotion, Appointment Renewal and Dismissal]