

Housestaff Performance Enhancement Program Process

PROGRAM-BASED IMPROVEMENT PLAN (PIP)

PERFORMANCE ENHANCEMENT PLAN (PEP)

Implemented when the Housestaff fails to meet appropriate Milestone levels and/or exhibits <3 minor triggers in spite of counseling OR minor trigger(s) in the presence of 1 moderate trigger

- Also known as “informal remediation”
- Implemented by individual program
- This is a “warning status”
- Conversation should be documented including: infraction(s), counseling, monitoring and re-evaluation.
- Document is placed in file
- Wellness/burnout evaluation performed by residency leadership
- GME office is informed for tracking purposes only

Institutional Performance Enhancement Plan (PEP)

Implemented when the Housestaff:

- Is unsuccessful in the PIP
- Consistently fails to meet appropriate Milestone levels
- Is greater than one level below expectation for one or more Prof or ICS Milestone
- Exhibits ≥3 minor repetitive behaviors in spite of counseling
- Exhibits 1 moderate trigger with ≥3 minor triggers
- Exhibits 2 or more moderate triggers
- Exhibits one or more major triggers

In the PEP:

- Housestaff are referral to Resident Wellness and Excellence Center for a mandatory wellness/burnout screen
- GME office is immediately notified
- Housestaff receive formal notification of their referral to the PEP
- Faculty guide/mentor is assigned and meeting arranged
- Plan created and reviewed with referring department’s CCC
- Documentation (plan, reviewed with and agreed to by referring CCC, monitoring, and re-evaluation)

<p>Successful PIP</p> <ul style="list-style-type: none"> • Housestaff graduates • Documentation is expunged • No disclosure to future employers 	<p>Unsuccessful PIP</p> <ul style="list-style-type: none"> • Repetitive behaviors • Document unsuccessful PIP • Referral for PEP
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Successful PEP

- Continued monitoring during and after training
- No disclosure to future employers

Unsuccessful PEP

- Probation, termination, or non-renewal
- Disclosure to future employers, if asked

* Triggers (behaviors or interactions deemed by the institution, residency training program, and/or departmental leadership as not meeting established standards).