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Next Review 08/2024

Owner Patrick Dougherty:
PHARMACIST-CLINICAL (D)
Applicability TidalHealth Peninsula Regional

PGY1- Resident Dismissal, 6110

1.0 POLICY:

1.1. Upon recommendation from the residency program director, and approval by the Director of Pharmacy, a pharmacy resident may be dismissed during the term of the residency for unsatisfactory performance or conduct.

1.2. Failure to follow TidalHealth Peninsula Regional's policies may lead to termination of medical center employment

2.0 PURPOSE:

2.1 A pharmacy resident that demonstrates unsatisfactory performance or conduct is a liability to patient health, to the department, and to the hospital and may be dismissed from the residency program prior to completion if deemed necessary.

3.0 PROCEDURE:

3.1 Dismissal of a resident during the term of the residency

3.1.1. A resident may be dismissed without warning for failure to follow TidalHealth Peninsula Regional's policies.

3.1.2. A resident may be dismissed without warning for failure to obtain licensure in the state of Maryland by October 1st the year of their residency start date.

3.1.3. A resident may be dismissed for failure to obtain personal professional liability insurance by October 1st the year of their residency start date.

3.1.4. A resident may be dismissed after written warning for a leave of absence that exceeds 25 scheduled duty-hour days.

3.1.5. A resident may be dismissed following the warning process outlined below for unsatisfactory

performance or conduct which includes but is not limited to the following:

?Performance which presents a serious compromise to the acceptable standards of patient care or jeopardizes patient welfare.

?Unethical conduct

?Excessive tardiness and/or absenteeism

?Job abandonment, defined as three days absent from the program without notice to the program director

?Mental impairment caused by mental disorder or substance abuse

3.1.6. Warning process:

3.1.6.1. The resident will receive a documented verbal warning from the Residency Program Director (RPD) or Clinical Pharmacy Coordinator (CPC) after the first violation of unsatisfactory performance or conduct.

3.1.6.2. The resident will receive a documented written warning after the second violation of unsatisfactory performance or conduct. At which time they will also work with the RPD and CPC and be placed on a 30-day performance improvement plan.

3.1.6.3. If after the written warning and performance improvement plan a third violation of unsatisfactory performance or conduct occurs, a recommendation for dismissal may be made by the RPD or CPC.

3.1.7. The recommendation for dismissal must come from the RPC and the CPC and must be approved by the Director of Pharmacy. Following the decision to dismiss a resident from the program during the term of the residency, a letter detailing areas deemed unsatisfactory and the reasons for the dismissal will be sent to the resident via certified mail.

3.1.8 Following the transfer of a dismissal letter to the resident, the dismissal will be final, and all compensation and benefits will end, effective that date.

Approval Signatures

Step Description	Approver	Date
Senior Director Approval	John Jordan: DIRECTOR-SENIOR	08/2023
Clinical Coordinator	Sarah Benner: COORDINATOR-CLINICAL PHARMACY	08/2023
Policy Owner	Patrick Dougherty: PHARMACIST-CLINICAL (D)	08/2023