**Remediation Policies**  
**Department of Surgery**  
**Medical University of South Carolina**

A. A house officer may be placed on remediation when he/she has failed to complete a rotation satisfactorily as determined by the attending staff on that service. If there is disagreement among the staff on any service concerning whether or not the performance has been satisfactory, the chief of that service will make the final determination and inform the Graduate Medical Education Committee of the final rating for a given rotation.

B. When an unsatisfactory evaluation is received and confirmed, the Graduate Medical Education Committee will inform the advisor to the house officer of the evaluation, inform the house officer of his/her placement upon probation, and inform him/her of the rights to:

- Review the evaluation.
- Discuss the evaluation with the attending staff or chief of service. Appeal the evaluation and the probation in writing.
- Appeal the evaluation and the probation by meeting with the Committee.

If the above steps do not resolve the issue, the house officer has the right to follow the Grievance Procedure of the Department of Surgery and/or the Medical University Hospital.

C. A PGY-1 house officer must satisfactorily complete 12 months of assigned rotations to receive a certificate. If the house officer has been placed on remediation because of an unsatisfactory evaluation on any rotation, this particular rotation or a rotation on an equivalent service must be completed satisfactorily, and a total of 12 months of rotations must be obtained prior to receiving a certificate. If the PGY-1 house officer receives a second unsatisfactory evaluation prior to completing the required 12 months, he/she will be dismissed from the PGY-1 year if the remediation is not successfully appealed.

D. A PGY-2 or higher house officer will be placed upon remediation if the unsatisfactory evaluation is sustained. He/she will be on remediation until removal of the remediation is recommended by the Graduate Medical Education Committee and this recommendation is accepted by the Chairman of the Department of Surgery. The performance of a house officer on remediation will be reviewed at the conclusion of each rotation by the Committee, and the decision to recommend removal of the remediation status will be based upon the house officer receiving a highly satisfactory evaluation of his/her performance by the attending staff for a minimum of six (6) months. Receiving a further unsatisfactory evaluation on any rotation that is sustained while already on remediation will result in either dismissal from the residency staff or a repetition of the year in which the unsatisfactory evaluation was received.

E. The evaluation forms for each house officer contain ratings for six levels of achievement. The Overall Rating denotes whether the performance has been unsatisfactory, satisfactory, or above satisfactory. This is noted on each form. The attending staff is urged to discuss the
performance of the house officer while the house officer is on the service, counsel him/her concerning their performance, and to discuss the final evaluation with the house officer.

F. Remediation may also be imposed for unsatisfactory standards of conduct, separate from the unsatisfactory performance evaluation. The same rules apply to this type of remediation.

G. Performance at or below the 20th percentile on the inservice training exam will result in the house officer being placed on remediation. Performance at this level for two consecutive years may result in dismissal from the program.

6/98; 6/00; 6/10; 6/11