



Residents in difficulty: deficiencies and outcomes of remediation

F.L. Chia¹, S. Kosim¹, J. Lee¹, M. Kuan¹, W.K. Ng¹

1. National Healthcare Group, Singapore



BACKGROUND

We aim to determine the prevalence of residents in difficulty in our programme, the areas of deficiencies identified, and remediation outcomes.

METHOD

We performed a retrospective review of Clinical Competency Committee (CCC) meeting minutes and disciplinary actions from May 2010 to June 2017. Residents in difficulty were separated into those who 1) received conditional passes and 2) were issued warning letters representing serious deficiencies. The areas of deficiencies were classified using the 6 ACGME competencies.

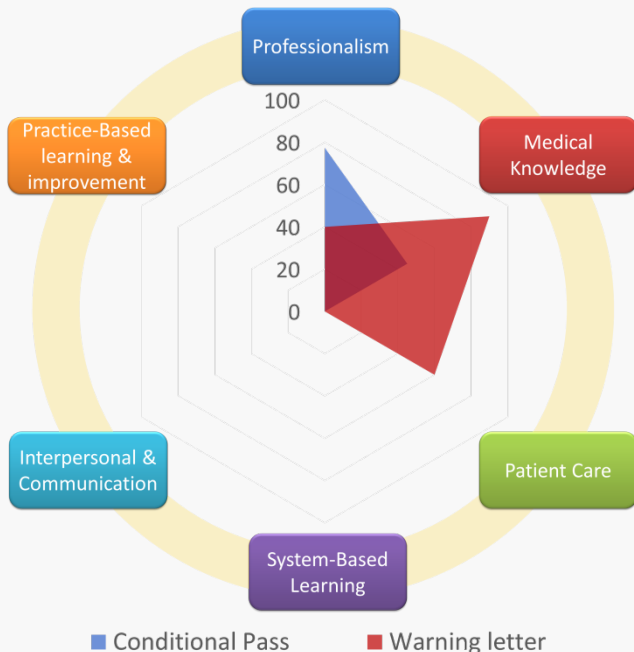


Fig 1. Most Common Deficient Competencies

Residents with conditional passes had on average deficiencies in 1.9 ACGME competencies and 1.27 remediation periods. Professionalism was most commonly affected (n=24, 77.4%), followed by medical knowledge (MK) (n=14, 45.1%), 7 residents progressed to receive warning letters (22.5%), 14 (58.3%) completed remediation successfully, 4 (12.9%) are undergoing remediation and 6 (19.3%) withdrew from the programme before the remediation period ended.

Residents who received warning letters had on average deficiencies in 2.1 competencies and 2 remediation periods. MK was deficient in 90%, PC 60% and professionalism 40%. 50% completed their remediation successfully. Three residents were unsuccessful and were dismissed, and 2 are still undergoing remediation. None of the residents were known to have physical or mental illness, but three had voluntarily disclosed that they were struggling with personal issues.

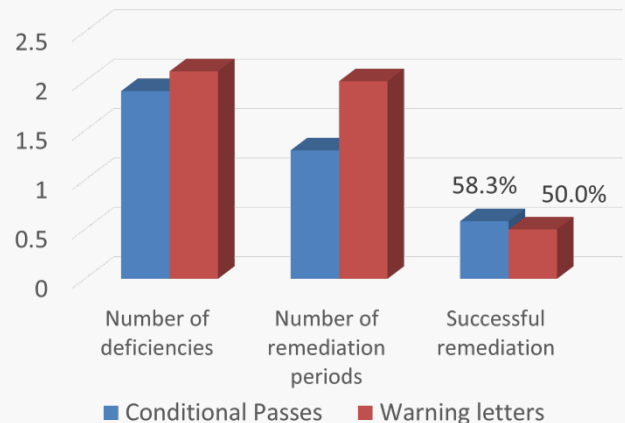


Fig 2. Comparison between residents with conditional passes with those who received warning letters

RESULTS

The programme has enrolled 275 residents since May 2010. 31 residents (11.2%) had conditional passes and 10 residents (3.6%) were issued warning letters.

DISCUSSION AND CONCLUSION

Residents in difficulty often have deficiencies in multiple competencies and multiple remediation periods. Remediation was successful in a majority of cases.