

## **Collegial Intervention**

It is the policy of the Medical Staff leadership of the Medical Center to work collegially with Medical Staff members to assist them in delivering high quality and safe medical care, to continually improve their clinical skills, to comply with Medical Staff and Medical Center policies, and to meet all performance expectations as established from time to time by the Medical Staff. Medical Staff policies, including those on Peer Review, performance improvement, conduct, and Physician health and impairment describe some of the collegial interventions available to Medical Staff leaders in working with colleagues whose clinical performance or professional conduct is problematic. Collegial intervention may include letters of warning/concern, a reprimand, a notice that the Physician's conduct will be monitored for a period of time and/or that similar conduct in the future will result in remedial action, including but not limited to, termination from the Medical Staff, a voluntary agreement to attend meetings, CME courses, obtain consultations, or other appropriate action. Collegial intervention shall not entitle a member to a hearing or appeal under the fair hearing rights outlined in Article VIII.