This breakout session is designed to discuss various types of remediation cases in a small group format, emphasizing the difficult to remediate competencies. After this session, participants will be able to discuss strategies for various types of remediation cases.

**Why is this individual failing?**
- Knowledge
- Skill or Ability (bad hands)
- Application of knowledge and/or skill
- Professionalism or Interpersonal Communication
- Career mismatch - poor "fit"
- Impairment

**How can you tell the resident is failing?**
- Consensus Opinion
  - Stable core faculty
  - Frequent reviews of resident performance over time based on observations
  - Balanced opinions
- Documentation
  - The good
    - Standardized criteria, measurable, accepted benchmark
  - The bad
    - Vague standard poorly defined, imperfect measurement, vacillating benchmark
    - Inaccurate assessment and documentation
  - Evidence trail
    - Multiple instances of non compliance
    - Documentation of warnings
    - Collaborative decision-making
- Data/Testing
  - Daily shift evaluations & monthly summary evaluations
  - Recurrent exams (CORD tests, In-training exam)
  - Nursing/Patient complaints
  - Psychological and Learning formal evaluations
  - Medical evaluation
  - Substance abuse testing

**Can the success of remediation be predicted?**
- Experienced faculty (including PD)
  - Coordination of entire faculty on remediation plan
  - Acceptance of the likelihood of success of resident
- Resident characteristics
• Accepting of their responsibility for improvements
• Willing to put in extra work needed
• Proactive about receiving and using feedback given
• Program characteristics for issues
  • Flexibility to allow resident time needed for remediation
  • System designed to allow improvement
References:


27. Toth EL, Collinson K, Ryder C, Goldsand G. Committee to Prevent and Remediate Stress Among House Staff at the University of Alberta. *CMAJ.* 1994;150: 1593-1597.


**Other resources:**

Guerrasio J. Remediation of the Struggling Medical Learner. Association for Hospital Medical Education, Irvin, PA: 2013.

Life Curriculum - [www.lifecurriculum.info](http://www.lifecurriculum.info) – Free (for now) case-based curriculum to “prevent, identify, and manage resident fatigue and impairment” - From Duke University School of Medicine & Josiah Macy, Jr. Foundation.

Residency Program Alert – monthly newsletter includes many issues of resident remediation and wellness issues. ([www.hcmarketplace.com](http://www.hcmarketplace.com))