

Disciplinary action

Employer disciplinary action is a response by the employer to problems with employee performance or behavior. It may come in the form of a verbal or written reprimand or the loss of employee privileges. The purpose of disciplinary action is to correct behavior and document issues.

Concern has been raised that **residents** in the **millennial** era (born between 1982 and 2004) may have more serious **professionalism** and **performance issues** (PPIs) during **training** compared to prior **trainees**.

Serious PPIs were defined as concerns that led to specific **resident disciplinary actions** ranging from initial warnings to termination. In order to evaluate this concern, Newman et al., **retrospectively reviewed** a 50-year **experience** at a single **training** center. They then **prospectively surveyed** living **graduates** of the program to assess variations in **practice** patterns and **job satisfaction** over 5 decades.

The PPIs of 141 residents admitted for training at the University of Pittsburgh (subsequently UPMC) Department of Neurological Surgery were reviewed by decade starting in 1971 when the first department chair was appointed. The review was conducted by the senior author, who served from 1975 to 1980 as a resident, as a faculty member since 1980, and as the resident director since 1986. A review of resident PPIs between 1971 and 1974 was performed in consultation with a senior faculty member active at that time. During the last decade, electronic reporting of PPIs was performed by entry into an electronic reporting system. In order to further evaluate whether the frequency of PPIs affected subsequent job satisfaction and practice patterns after completion of training, the authors surveyed living graduates.

There was no statistically significant difference by decade in serious PPIs. Although **millennial** residents had no significant increase in the reporting of serious PPIs, the increased use of electronic event reporting over the most recent 2 decades coincided with a trend of increased reporting of all levels of suspected PPIs ($p < 0.05$). **Residents** surveyed after completion of **training** showed no difference by decade in types of practice or **satisfaction**-based metrics ($p > 0.05$) but reported increasing concerns related to the impact of their profession on their own lifestyle as well as their family's.

There was no statistically significant difference in the incidence of serious PPIs over 5 decades of training neurosurgery residents at the authors' institution. During the millennial era, serious PPIs have not been increasing. However, reporting of all levels of PPIs is increasing coincident with the ease of electronic reporting. There was remarkably little variance in **satisfaction** metrics or type of practice over the 5 decades studied ¹⁾.

¹⁾

Newman WC, Chang YF, Lunsford LD. Professionalism and performance issues during neurosurgical training and job satisfaction after training: a single training center 50-year experience. J Neurosurg. 2018 Aug 1;1-7. doi: 10.3171/2018.3.JNS172347. [Epub ahead of print] PubMed PMID: 30117767.

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