Residents in difficulty: deficiencies and outcomes of remediation

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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.

Residents with conditional passes had an average deficiency 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 an average deficiency 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.

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.