Medical Staff Peer Review

Description: Peer review is an important integral component of any initial credentialing or recredentialing process for appointment to a medical staff.

Medical Staff Peer Review features policies, plans and peer evaluation ‘check box’ forms to establish or upgrade a peer review program.

Tools and strategies to develop Focused or Ongoing professional practice evaluation (FPPE/OPPE) manage disruptive providers, structure a peer review committee and example legal decisions relating to peer review along with comprehensive references and resources provide a basis for an effective peer review program.

This 156-page manual contains everything an organization should know about effective Peer Reviews programs.

Contents:

1. Introduction to Peer Review
   - Joint Commission Standards/Suggested Actions
     - Focused/Ongoing Professional Practice Evaluation (FPPE/OPPE)
     - State Disciplinary Actions
     - Incident Reports Not Protected by Peer Review Law
     - Key Requirements of the HCQIA of 1986
     - Immunity from Damages Related to Peer Review Activities
     - Patient Safety and Quality Improvement Act of 2005
     - The National Practitioner Data Bank (NPD)
     - Reportable NPD Actions - Table - Includes Proctor Issues
     - The Healthcare Integrity and Protection Data Bank (HIPDB)
     - Web Resources Related to Data Banks
     - State Statutes Protecting Peer Review
     - New Case Law
     - California Law
     - Criminal Background Checks
     - Monthly ‘Hot Sheet’ Review - Recommendation
     - Mental Illness

2. Disruptive and Impaired Physicians/Other Providers
   - Physician Impairment
   - Disruptive Physicians/Other Providers - a Threat to Patient Safety
   - Joint Commission Standard
   - Root Causes and Contributing Factors to Disruptive Behaviors
     - ‘Red Flags’
   - Yale-New Haven Hospital Staff Policy
   - Burnout
   - Female Physicians Workload - Relation to Burnout
   - Psychiatrists - High Incidence of Burnout/Substance Abuse
   - Strategies to Avoid Burnout/Compassion Fatigue
   - Resident/Medical Student Burnout
   - Nurse's Burnout Too
   - Physician Suicide Risk
- Wellness Committees
- Physician Well-Being
- Early Detection
- Confronting Aberrant Physician Behaviors; Role of Medical Director
- Sexual Contacts Between Health Care Providers and with Patients
- Substance Abuse, Alcohol Abuse and Dependence
- Detection Related to the Staff Application Process
- Focused Reviews
- Rehabilitation Programs
- Legal Notes
- Provider Sanctions
- Sanction Levels

3. Peer Review Plan

- Identifying Appropriate Peer Reviewers
- Routine Biennial Physician Performance Evaluation
- Resident Staff Evaluations
- Medical Records
- Non-Routine Practitioner Peer Review - Corrective Action P & P
- Suspension Notes
- Fair Hearing Notes
- Fair Hearing and Appeal Rights for all Clinical Staff
- Fair Hearing Plan and Appellate Review Procedures - example
- Dispute Resolution
- Alternative Dispute Resolution

4. Peer Review Committee

- Peer Review Committee - Conflicts of interest
- Peer Review Committee - Records
- Confidentiality, Indemnification and Immunity
- External Peer Review
- Scoring System for Peer Review
- Case Review/External Referral Form
- Peer Review Confidentiality Safeguards
- Confidentiality Pledge - example statement
- Peer Review Committee Minutes - example format
- Committees
- Corrective Action Plans, Introduction
- Corrective Action Plan - Specific to an Individual Practitioner
- Cautions Regarding the Peer Review Process
- Proctoring/Mentoring/Preceptoring

5. Peer Assessment Forms

- Resident Evaluation Format
- Physician/Physician or Other Professional Colleague Peer Evaluation Form
- Physician/Other Provider - Performance Evaluation Process
- Physician Performance Evaluation Process; Santa Barbara Medical Foundation
- Quality Assessment Review Form
- Physician 'Profiling' to Measure Clinical Performance
- Physician Chart Review Profile Form
- External Peer Review Services/Independent Review Organizations (IROs)
- 'Boot Camps/Traffic Schools' for "Dyscompetent" Physicians
- Referral Criteria to an Assessment Program
- Assessment Program Resources for Distressed or Disruptive Physicians
- Cultural competency

6. References and Resources

Resources, additional - refer to others throughout the text sections
- State Law - excerpts
- Selected ‘Benchmark’ Case Law Citations
- Additional Legal Briefs/Lessons Learned
- Peer Support
- Web Resources

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