



Expectations for Medical Staff Membership

General:

Commitment to the mission of St. Joseph Hospital and to patient and family-centered care delivery.

Willingness to care for all patients without regard to race, creed, color, gender, sexual preference, national origin or source of payment;

Maintain the basic qualifications for Medical Staff membership as set forth in the Bylaws;

Abide by the Medical Staff Bylaws and its Rules and Regulations and by all other lawful standards, current policies and rules of the Hospital and federal and state statutes;

Abide by the ethical principles of his profession and the Ethical and Religious Directives for Catholic Healthcare Services, National Conference of Catholic Bishops, revised 2001;

Discharge such staff, department, committee and Hospital functions for which he is responsible by appointment, election or otherwise;

Pay fees and assessments as determined by the staff and approved by the Board;

Promptly notify the CEO of the revocation, suspension, lapse or any action that could result in a change of status in his professional license, American Board Certification, DEA registration or professional liability insurance coverage, and imposition of terms of probation or limitation of practice by any State or his loss of privileges at any Hospital or other health care institution.

Patient Care:

Provide patients with care at or above the generally recognized professional level of quality (likelihood of desirable patient outcomes) and efficiency (resource utilization per case) as expressed in the general medical literature and as compared to peers;

Retain responsibility within his area of professional competence for the continuous care and supervision of his patients in the Hospital and to provide or arrange for appropriate and timely medical coverage for patients;

Request consultations as needed to ensure that each patient is treated by an appropriately qualified practitioner who is competent to deliver the required clinical treatment;

Respond to requests for patient consultation in a timely manner by seeing the patient and discussing the patient with the referring physician or his covering physician within 24 hours of the consultation request, unless otherwise requested by the attending physician;

Interact directly with colleagues when requesting or providing consultation and when transferring responsibility for patient care to another physician;

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Prepare and complete, in timely fashion, medical and other required records for all patients he admits or in any way provides care to in the Hospital, including, but not limited to:

1. Writing orders, progress notes and other chart entries which are legible;
2. Completing all history and physical examination reports within 24 hours of patient admission;
3. Completing all operative reports plus entering a written operative note in the patient's chart immediately after surgery, but in all cases within the same day as the surgery;
4. Completing transfer summaries at the time of transfer;
5. Completing discharge summaries in a timely manner, not to exceed 30 days;

Participate in the provision of care to any patient in an emergency, including participation in the on-call coverage of emergency services and other coverage programs as determined by the department Chair and Medical Executive Committee. Review the Hospital's EMTALA policy and understand the responsibility of Medical Staff Members to evaluate all emergency patients and to treat patients who are unstable.

Performance Improvement:

Follow the principles of a fair and just culture which emphasizes the choice to learn rather than to blame when mistakes and misunderstandings occur;

Report patient care concerns directly to the VPMA, President of the Medical Staff or the Quality and Resource Management Department of the Hospital

Participate in the Hospital-wide, multidisciplinary Quality and Safety Program to reduce medical errors, increase the likelihood of desirable patient care outcomes and maximize the efficiency of resource utilization;

Participate in the monitoring and evaluation activities required of the Staff in monitoring/proctoring of Provisional appointees when assigned by the Department Chair;

Participate in professional development activities, including review of clinical practice patterns and individual case reviews as assigned by the President of Medical Staff, Department Chair or the MEC.

Professional Conduct:

Act in a professional, respectful manner at all times, including times of disagreement, and to refrain from behavior that disrupts hospital function or generates complaints from fellow members of the Medical Staff, the hospital staff, or patients and their families. Intimidating and disruptive behaviors include, but are not limited to:

Overt actions such as verbal outbursts and physical threats as well as passive activities, such as refusing to perform assigned tasks or quietly exhibiting uncooperative attitudes during routine activities. Such behaviors include reluctance or refusal to answer questions, phone calls or pages; condescending language or voice intonation; and impatience with questions.

Ensure physical and mental health status adequate to provide care at the generally recognized professional standard of care and to be familiar with the Policy Regarding Practitioner Health Issues and the Medical Staff Code of Conduct Policy;

Participate in continuing education related to corporate integrity, risk management and delineated clinical privileges.

Bylaws 2/26/09, 10/25/11; Creds 3/1/10, 7/12/10; MEC 3/13/07, 11/10/09, 3/9/10, 7/13/10, 11/8/11; BOD 11/24/09, 3/27/07, 3/30/10, 8/25/10, 11/29/11