

LEE MEMORIAL HEALTH SYSTEM POLICY & PROCEDURE MANUAL

Medical Staff Obligations – Medical Staff Independence			
T Y P E	<input checked="" type="checkbox"/> CCH Medical Staff – policy that applies to all members of the Medical Staff. <input checked="" type="checkbox"/> GCMC Medical Staff – policy that applies to all members of the Medical Staff. <input checked="" type="checkbox"/> HPMC Medical Staff – policy that applies to all members of the Medical Staff. <input checked="" type="checkbox"/> LMH Medical Staff – policy that applies to all members of the Medical Staff. <input checked="" type="checkbox"/> GCHSWF Medical Staff – policy that applies to all members of the Medical Staff.	CHAPTER: TAB: POLICY #:	
Date Originated: 04/02/2014	Reviewed / No Revision:	Dates Revised:	
Next Review Date			
Authors: Mary McGillicuddy			
Reviewed by:			
Chief Legal Officer	Mary McGillicuddy	Date:	
Approved By:			
CCH FMEC	Donn Fuller, MD, Immediate Past President	DATES: 04/2014	
GCMC FMEC	Charles Homolka, MD	04/2014	
HPMC FMEC	Erick Burton, MD	05/13/14	
LMH FMEC	Douglas Brust, MD	04/2014	
GCHSWF FMEC	Craig MacArthur, MD	04/2014	
Approved By:			
Board of Directors:	Date: 04/2014		

Purpose: To provide guidance relating to the preservation of the independent professional judgment, and the empowerment, of members of the Medical Staff assisting the organized Medical Staff with fulfilling obligations delegated by the Lee Memorial Health System Board of Directors.

Background:

Pursuant to the Medical Staff Bylaws, the Medical Staff serve as the primary means for accountability to the Lee Memorial Health System Board of Directors for the professional performance of its members, the quality of medical care provided to patients, and ethical conduct of its members. The Board of Directors recognizes that a well-organized, self-governing Medical Staff that provides oversight of care, treatment, and services provided by practitioners with privileges is in the best interests of patients.

Specific duties and responsibilities of Medical Staff leaders, including members serving in officer and non-officer positions, as well as those members serving on various Medical Staff and health system committees, are set forth in, or emanate from, the Medical Staff Bylaws. Duties pertinent to this policy include, but are not limited to, the following.

- A Facility Medical Staff President represents the interests of the Medical Staff to the Facility Medical Executive Committee and to the Lee Memorial Health System Board of Directors.
- A Facility Medical Staff President is the Medical Staff's advocate and representative in its relationship to the Board of Directors and facility and health system administration.
- A Facility Medical Staff President and Facility Medical Executive Committee (FMEC) are responsible for communicating and representing the concerns of the Medical Staff and its individual members on organizational and individual matters affecting hospital operations to the FMEC, administration, PLC and the Board of Directors.
- FMECs are responsible for a number of functions including credentialing and privileging; quality oversight and peer review; working with administration and promoting effective, efficient, and safe patient care; consulting with administration on quality, timeliness and appropriateness of contracts for patient care services; and
- Various duties relating to Medical Staff Committees and administrative committees.

Policy:

Members of the Medical Staff are encouraged to participate in the activities of the organized Medical Staff in order to assist the Medical Staff in fulfilling the obligations delegated by the Board of Directors. Recognizing that such participation may create conflicts with a member's other duties or interests such as the duty of loyalty to an employer, or business and personal interests, the following principles are adopted.

1. Physicians should be free to exercise their personal and professional judgment in voting, speaking, and advocating on Medical Staff matters and fulfilling their Medical Staff duties. The exercise of medical judgment should be independent from, and should not be constrained or unduly influenced by, the member's duty to his or her employer or other interests of the physician.
2. Physicians should be free to exercise Medical Staff duties and responsibilities, as set forth in the Medical Staff Bylaws, without retaliation from his or her employer or other groups or organizations.

Procedure:

1. Members serving on committees and acting as officers of the Medical Staff will execute an acknowledgement that recognizes the existence of this policy and the importance of the principles adopted herein. Said acknowledgement shall be co-executed by an authorized representative of the member's employer, group practice or practice entity; specifically, the managing partner/CMO of the group. The member is responsible for obtaining an executed acknowledgement from their member's employer, group practice or practice entity representative.
2. Concerns about noncompliance with this policy may be referred to the System Medical Director for Medical Staff Services who will review the circumstances with the concerned party and assist the concerned individual with the development of a plan for addressing the concern. Such a plan may include addressing the concern directly with the party believed to be in noncompliance,

referral to the FMEC and/or referral to a joint conference committee (JCC).

3. If a JCC is convened, the JCC will be comprised of the Medical Staff President, President of the Physician Leadership Council, CMO/Clinical and Quality Services, System Medical Director for Medical Staff Services, Board Liaison to the FMEC, and a member of the FMEC selected by the FMEC. The JCC will review the positions of the involved parties and make a recommendation for resolution of the matter to the parties and report the recommendation to the FMEC. If the matter remains unresolved or is deemed unsatisfactory to the FMEC, the FMEC may take such action within its jurisdiction as set forth in the Medical Staff Bylaws and/or refer the matter to the Board of Directors for resolution.

Policy Acknowledgment:

The undersigned has reviewed the above policy entitled Medical Staff Obligations – Member Independence, as approved by the Facility Medical Executive Committees and the Lee Memorial Health System Board of Directors, and acknowledges a commitment to abide by the principles adopted therein.

Member of the Medical Staff
Entity

Representative: Employer, Group Practice, Practice