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Srvcs*
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Affinity Medical Group
Mercy Medical Center
St. Elizabeth Hospital*

Allied Health Professionals Appeal and Review Process

Summary:

Allied Health Professionals (AHP) currently credentialed and who are participating in patient care within defined limits and according to their qualifications may be subject to discipline and corrective action, and his or her permission to provide selected clinical services may be suspended, modified, or terminated consistent with Affinity Health System (AHS) and Medical Staff Bylaws, policies, and procedures.

POLICY

Suspension, Modification, or Termination of Permission to Provide Services

Allied Health Professionals (AHP) currently credentialed and who are participating in patient care within defined limits and according to their qualifications, may be subject to discipline and corrective action, and his or her permission to provide selected clinical services may be suspended, modified, or terminated consistent with Affinity Health System (AHS) and Medical Staff Bylaws, policies, and procedures.

Appeal of Adverse Recommendation or Action

Triggering Events

The following recommendations or actions shall entitle the AHP to an appeal upon timely and proper request:

- I. Denial of recredentialing application
- II. Denial of request for additional privilege(s)
- III. Reduction/restriction of clinical services
- IV. Suspension of clinical services
- V. Revocation/termination of clinical services

Notice of Adverse Recommendation or Action

The Hospital President or VPMA of the campus where the activities or conduct primarily occurred shall promptly give the AHP written notice of an adverse recommendation or action taken.

The notice shall:

- I. Advise the AHP in writing of the recommendation or action and of his or her right to request an appeal pursuant to the provisions of this policy;
- II. Specify the date, time, and place of review that lead to this action along with the reasons for actions taken;
- III. Specify the AHP has thirty days after receiving the notice within which to submit a written request for appeal;
- IV. Indicate the AHP has the right to appear before the committee and present evidence refuting the action;
- V. State that upon completion of the appeal, the AHP involved will be notified in writing of the results by certified or registered mail.

Waiver by Failure to Request an Appeal

An AHP who fails to request an appeal within the time and in the manner specified in this policy waives his or her right to an appeal to which he or she might otherwise have been entitled.

Appeal Procedure

When an AHP requests an appeal, the appeal shall consist of a meeting with an ad hoc committee duly appointed by the Medical Executive Committee (MEC). During this meeting, the basis of the decision adverse to the AHP that gave rise to the appeal will be reviewed. If the AHP elects to appear at the meeting he/she will have the opportunity to present any additional information deemed relevant to the review and appeal of the decision. Within a reasonable time after adjournment of this review meeting, the committee will issue a written decision indicating whether it agrees with the action. If the decision is in disagreement with the privilege action, the matter will be referred to the MEC for its consideration and recommendation, which shall be forwarded to the governing body for final action. If the decision is in agreement with the action, the AHP may appeal to the Governing Body or its designee, which shall have the sole authority to decide the status of the AHP's privileges. The AHP will receive a written decision from Governing Body stating the result of the appeal and the basis of the decision.

Sole Remedy

This appeal process will be the sole remedy available to an AHP who qualifies for this appeal as defined in this policy.

Practitioner's Right to Legal Counsel

Nothing in this plan shall be deemed to deny an AHP the right to engage or be advised by legal counsel. However, participation by legal counsel at the appeal meeting shall be at the sole discretion of the Chair of the review committee.

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