2012 Medical Staff Bylaws FAQ

This FAQ was written to help you gain a general understanding of the Bylaws recommendations under consideration, be informed on your rights and responsibilities as a Medical Staff member, and bring you up to date on Medical Staff issues. You are still responsible for independently reading and understanding the matters under consideration at the general Medical Staff meeting. Please let the WRMC Medical Staff Office know if you have any questions or need additional information.

1. Why is the Medical Staff considering revisions to the Bylaws? The Bylaws Committee and the MEC have identified six (6) changes to the Bylaws to reduce burdens on Medical Staff members, streamline Staff categories, improve processes, and expand voting rights for Provisional members. The specific changes and reasons for each are below:

   • Automatic Suspensions (Sec. 10.2.2) – we are recommending the Medical Staff delete misdemeanor indictments and convictions as grounds for automatic suspensions. An automatic suspension was deemed too stringent in response to misdemeanor indictments and convictions.
   • Remove Active 2 Staff Category (Sec. 2.4.2) – the rights and responsibilities of this category are the same as the Active Staff, so we think it should be consolidated altogether into the Active Staff category.
   • Physicians with special skills may be assigned to the Active Staff (Sec. 2.4.1) – Even though the Active Staff has category requirements, we think the Board of Governors should be able to assign physicians to the Active Staff if needed due to a particular skill, contribution, or benefit, regardless of whether or not all category requirements have been met.
   • Telemedicine Credentialing (Sec. 2.4.5) – we recommend awarding membership and privileges to telemedicine physicians through the more abbreviated process permitted by TJC. This change will reduce work for the Medical Staff Office.
   • Provisional Staff Voting (Sec. 2.4.2 & 12.2) – we recommend extending voting rights to Provisional Staff for all matters considered at general and special Medical Staff meetings. Provisional Staff are included in determining a quorum, so we recommend that they be given the right to vote as well as be counted.
   • MEC to refer peer review investigations to the Medical Staff Quality Improvement Committee (Sec. 6.4.5.6) – since the MEC is required to make recommendations to the Board regarding peer review actions, it is recommended that another committee conduct the investigation prior to a potential fair hearing. We think this change will improve the objectivity and fairness of the overall process. The MEC will still initially decide if a matter warrants an investigation in the first place.

2. How can I review the proposed changes to the Bylaws? The revised Bylaws and other Medical Staff documents have been posted to WRMC’s secure Medical Staff member website (www.Wellingtonregional.com) and click on the Medical Staff Resources icon in the upper right
hand corner; click on Medical Staff Secure Site Login). You may review documents at your convenience or you may contact the Medical Staff office and request a paper copy of the proposed changes if you prefer. The revisions are presented in red-line format for easier document review.

3. **Fair Hearing Manual and Credentialing Manual.** In addition to the Bylaws changes, the MEC is also considering additional procedural details for fair hearings and credentialing. In order to streamline the Bylaws, many hospitals choose to set out procedural details in separate manuals, and this option was specifically built into our current Bylaws. Per the TJC, our Bylaws must contain basic processes related to fair hearings and credentialing even if additional details are contained in separate manuals. The manuals cannot conflict with or take away your procedural rights as set out in the Bylaws. You also have the right to be informed that the manuals are under consideration before the MEC votes on them. We encourage you to review the manuals and contact an MEC representative if you have any questions.

4. **Voting.** A ballot will be provided to you within thirty (30) days of the Medical Staff meeting. You will have the option of voting by printed ballot or electronic ballot. Only full Active Staff members are allowed to vote on Bylaws changes at this time. Per our current Bylaws, any physician who does not return a ballot within the designated time frame will be counted as an affirmative vote in favor of the MEC's recommended changes.