

## HIV ADVANCED (YEAR 2) PHARMACY RESIDENCY

### REMEDIAL ROTATION POLICY

#### Preamble:

It is expected that any concerns with resident performance identified **at any time** during the residency program should be communicated to the residency coordinators **as soon as possible** and ideally before the mid-point of the rotation in order to develop a plan for successful completion of the rotation. In the event that the resident is unsuccessful in the rotation (defined below) this remedial rotation policy and procedure will be initiated.

#### Definition:

The remedial rotation policy will be initiated in the event that a resident:

- receives an overall rating of less than 3 on their final rotation assessment in any clinical rotation (mandatory or elective)
- receives a rating below the overall designated level of performance on a non-clinical rotation

#### Procedure:

- The residency coordinators and/or resident's mentor will participate in resident's final assessment for the rotation in question.
- The residency coordinators will review the specific areas of deficiency and the balance of resident's rotation schedule. A remedial rotation will be scheduled in a setting that is best suited to help the resident address the identified areas of deficiency.
- The resident, preceptor(s) and coordinators will clearly identify specific deficiencies and expectations and collaboratively plan for how these deficiencies will be addressed during the remainder of the residency and in the remedial rotation. Commitments and expectations of the resident and preceptor(s) should be outlined and documented.
- A maximum of one remedial rotation will be permitted.
- Residents will not receive a stipend for the remedial rotation which extends the duration of the residency.
- Close monitoring of the subsequent rotations to facilitate improvement shall be done by the preceptors and residency coordinators.
- If improvement is not forthcoming in the designated area(s) of concern, the ongoing status of resident will be assessed by the Residency Advisory Committee.
- If the resident fails more than one rotation, he/she will be terminated from the program.