

Disciplinary Actions

Disciplinary actions are punitive and designed to serve as a deterrent to repetition of the actions, as well as to serve as an example to others not to do what the individual did (or did not do). Discipline is reserved for actions that have been characterized as noncompliant and unacceptable. For unacceptable actions, a decision about the severity of discipline is required that would correlate with the degree to which the actions were unacceptable. For an organization, these decisions may be made both by the assessor who presumably has line of authority over the individual whose action(s) or inaction(s) are being assessed and by a Human Resources consultant. For a regulatory college decisions about discipline would be made by an appropriate assistant registrar or registrar, often after a hearing tribunal.

The range of disciplinary options include:

- Verbal warning
- Written warning
- Suspension
- Fine
- Demotion
- A finding of unprofessional conduct by a regulatory college¹
- Dismissal/Loss of license
- Referral to the justice system for consideration of criminal proceedings

The last, and most severe discipline listed above, would likely only be used in those situations where there was intention to harm or where an individual's actions were felt to have had a very low probability of benefit coupled with a high probability of harm. Both of these are rare situations in healthcare.

¹ This would occur only after a hearing by a regulatory college. The college is legislated to name the individual and to inform the public.