

KBIM REMEDIATION & PROBATION PATHWAYS

At the Kuwaiti Board of Internal Medicine (KBIM), we believe every resident has the potential to succeed. Our approach to remediation is rooted in the belief that, with the right support, guidance and structure, residents can grow through challenges and strengthen both their confidence and competence.

Our curriculum follows the Competence by Design (CBD) model developed by the Royal College of Physicians and Surgeons of Canada and is structured around the CanMEDS framework, which defines the roles of a competent physician as: Medical Expert, Communicator, Collaborator, Leader, Health Advocate, Scholar and Professional.

Our goal is to support residents in developing across all these domains. We recognize that each resident progresses at their own pace, and some may require additional time or individualized strategies to meet expectations. This is a normal part of training.

Our tutors are trained to assess performance thoughtfully and adapt their teaching to each resident's level. In fact, this kind of individualized support happens every day across our program. However, when a resident's needs exceed what can be addressed within a regular rotation, we may recommend remediation at the program level.

Remediation is not punitive. It is a structured opportunity to receive tailored support. It may involve changes in scheduling, targeted objectives and pairing the resident with a supervisor selected specifically for their strengths in the areas that need development. The process ensures clarity, fairness and transparency.

Types of Support Interventions

1. Professional Improvement Plan:

- Initiated by the Competence Committee and managed at the program level, without KIMS notification.
- Designed for residents who have mild knowledge deficiency such as repeated comments about knowledge gaps in General Assessment (GA) forms or borderline scores in the *Medical Expert* or *Scholar* domains on End-of-Rotation (EoR) evaluations.
- Involves focused study plan with learning objectives, recommended resources and periodic check-ins with an assigned academic coach.
- Typical duration is two to three months.
- The APD for Residents' Affairs will meet with the resident to discuss and initiate the plan.

2. Informal Remediation

- Initiated and managed at the program level, without KIMS notification.
- Designed when the performance concerns are limited and do not require schedule changes necessarily.
- May involve a focused plan with learning objectives and periodic check-ins.
- Can include formal or informal assessments, but typically does not involve a formal contract.

3. Formal Remediation and Probation

Both **Formal Remediation** and **Probation** are structured support mechanisms initiated through the Residency Program Committee and approved by the postgraduate office at KIMS. In both cases, a **formal contract** is signed by the resident and the program, outlining:

- Start and end dates of the remediation/probation period
- Customized learning objectives
- Assigned supervisors and assessment tools
- Clear criteria for success and consequences of not meeting them

Whether this period counts toward training time depends on the nature of the performance gap and is determined on a case-by-case basis by the RPC.

3A. Formal Remediation

Formal remediation is used when a resident's performance concerns go beyond what can be addressed informally. It is designed to provide **targeted support** to address specific gaps in knowledge, skills or behaviors. This stage often involves:

- A focused plan with clear academic and/or professionalism-related objectives
- Supervision by faculty known for strength in the relevant domain
- Duration depends on the objectives (from 4 to 12 weeks)
- General assessments of the resident's progress are documented by supervisors every two weeks or weekly if required
- Regular monitoring and feedback from the program

3B. Probation

Probation is reserved for more serious concerns, such as:

- Inadequate improvement following a previous formal remediation
- Having two formal remediation within the same year
- Major professionalism misconduct or a safety-critical behavior

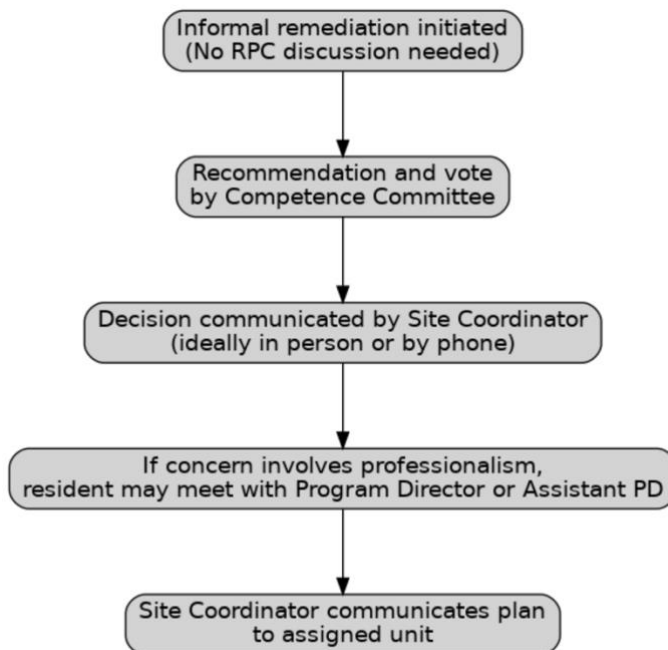
Probation follows the same process as formal remediation but involves closer monitoring and typically more stringent expectations. Failure to meet the terms of the probation contract may result in dismissal from the program.

For further information, or to view a sample remediation or probation contract, please visit: <https://kims-pge.org/policies-resources/>

INFORMAL REMEDIATION PROCESS

Most remediation plans begin following review by the Competence Committee (CC), which evaluates resident performance regularly.

- The CC votes in their meeting and if informal remediation is deemed necessary, RPC does not have to be involved.
- The site director informs the resident ideally in person but could be by phone if the need arises.
- If the concern was a professionalism misconduct, this might warrant a meeting with the PD or APD.
- The site director will communicate the plan with the assigned unit.
- The CC report will be released after all the residents are informed.



FORMAL REMEDIATION & PROBATION PROCESS

Most remediation plans begin following review by the CC, which evaluates resident performance regularly. Residents may also be referred directly through program leadership such as the PD if a major incident was raised by a site director.

Once a potential formal remediation or probation need is identified:

- The site director informs the resident in person that they will be discussed by the RPC.
- Residents are offered the opportunity to attend part of the committee meeting to present their perspective.
- They may also request the presence of a resident representative or the Residents Wellness Lead during the discussion.
- Following the meeting, decisions are communicated in person on the next working day.
- If remediation is approved, the resident will be presented with a contract and given time to review and sign it.

Throughout the remediation period, regular check-ins with program leadership and feedback from supervisors are documented and reviewed. At the end of the period, the RPC determines whether the objectives were met and advises on next steps. Residents have the right to appeal decisions by contacting the postgraduate office at KIMS. The remediation will remain in effect until the appeal is reviewed and a final decision is made by the postgraduate office.

