

Staff Rights and Responsibilities

Members of the Medical Group have the following rights and responsibilities:

The right to a safe work environment. When duties require working with potentially hazardous material, you have the right and obligation to obtain personal protective equipment and the training to properly employ its use and prevent potential injury.

The right to a supportive and culturally aware work environment where an individual is respected as an individual regardless of gender, race, ethnic background, moral or religious beliefs.

The right to a competency-based orientation tailored to your individual needs to provide the knowledge and skills necessary to meet the requirements of your job description and the goals of the organization.

The right to participate in the continuous process improvement of the organization by offering suggestions to your supervisors and to the executive leadership of the organization.

The right to receive information concerning the activities and events of importance and interest to the organization and the right to raise personal ethical concerns.

The right to be treated by patients and customers with the same dignity, respect and compassion with which patients are expected to treat them.

Staff members are responsible to report impaired providers, incompetent, unethical or illegal practices to their flight commander and the appropriate professional practice executive/authority. This is to safeguard the customer and the public when health care and safety are affected by such practice by any person.

Suspected and illegal practice will be processed IAW the Uniform Code of Military Justice (UCMJ) and other appropriate publications. Incompetent practice will be processed through peer review, privileging actions and other action appropriate for the specialty of the person found impaired or incompetent, and if appropriate, the UCMJ.

Staff members have the right to be excused from participating in any medical care that conflicts with their personal values, ethics or religious beliefs. The staff member must ensure that the patient's life is not endangered and that coverage of their function is accomplished by another health care provider who does not have a conflict and is trained to accomplish the task.

Staff members have the responsibility to identify, assess and report any type of suspected physical, mental, or sexual abuse, neglect or exploitation. Staff shall notify the Family Advocacy element of the 509 MDG of any such cases for cooperative evaluation and intervention. The patient's and any alleged perpetrator's rights and privacy will be appropriately protected in any case.

Staff have the responsibility to inform patients about the outcomes of their care when it is necessary, to include explanation of negative or unanticipated outcomes.