Accountability Decision Tree

START HERE

Deliberate Harm Test

Were the actions as intended?

Yes

Consult relevant regulatory body.

Consider:
- Suspension
- Referral to police and disciplinary or regulatory body
- Occupational health referral
- Dedesignation

Highlight any system failures identified.

No

Were adverse consequences intended?

Yes

Consult relevant regulatory body.

Consider:
- Occupational health referral
- Reasonable adjustment to duties
- Sick leave

Highlight any system failures identified.

No

Incapacity Test

Does there appear to be evidence of ill health or substance abuse?

Yes

Consult relevant regulatory body.

Consider:
- Correction training
- Improved supervision
- Occupational health referral
- Reasonable adjustment to duties

Highlight any system failures identified.

No

Foresight Test

Did the individual depart from agreed protocols or safe procedures?

Yes

Were the protocols and safe procedures available, workable, intelligible, correct, and in routine use?

Yes

Is there evidence that the individual took an unacceptable risk?

Yes

Consult relevant regulatory body.

Consider:
- Referral to disciplinary or regulatory body
- Reasonable adjustment to duties
- Occupational health referral
- Dedesignation

Highlight any system failures identified.

No

No

System Failure

Review system.

Consult relevant regulatory body.

Consider revision of system to mitigate human factors and risks.

Substitution Test

Would another individual coming from the same professional group, possessing comparable qualifications and experience, behave in the same way in similar circumstances?

Yes

Were there any deficiencies in training, experience, or supervision?

Yes

Were there significant mitigating circumstances?

Yes

Consult relevant regulatory body.

Consider:
- Referral to disciplinary or regulatory body
- Reasonable adjustment to duties
- Occupational health referral
- Dedesignation

Highlight any system failures identified.

No

No

No

Consult relevant regulatory body.

Consider:
- Referral to police and disciplinary or regulatory body
- Occupational health referral
- Dedesignation

Highlight any system failures identified.

Adapted from the United Kingdom National Health Service National Patient Safety Agency and based upon James Reason's culpability model.

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