



Faculty Dispute Resolution Policy

Statement of Intent

Wherever people are gathered together there is the potential for interpersonal conflict. The conflict may be caused by personality differences, miscommunication, or behaviours that violate Faculty policy, such as discrimination or harassment.

As part of the Faculty's approach to dispute resolution, we advocate compliance with the principles outlined in the Medical Council's publication – "Guide to Professional Conduct and Ethics for Doctors", 8th edition (2016). Attention to the 3 pillars of good professional practise described in this document – partnership, practice and performance – is recommended for Radiologists at all levels from 1st year trainees to experienced Consultants. Relevant parts of the document include Section 21 (Relationships between colleagues), specifically sub-section 21.4 (disputes between colleagues), Section 58 (Health and wellbeing of doctors), section 59 (Concerns about a colleague's abuse of alcohol or drugs or other health problems), and section 69 (Training and trainees). These sections represent essential background reading to complement the Faculty's approach to dispute resolution.

Although we encourage you to handle interpersonal conflict by speaking directly to the other individual as your first course of action, the Board, Officers and Training Coordinators of the Faculty of Radiologists are committed to offering support in resolving a situation. The Faculty offers several options for help.

Sources of Support

The following individuals and offices offer dispute resolution support. You may choose whichever option you are most comfortable with. When you seek help, be prepared to offer specific details about the time, date, and events related to the concerning behavior.

Your Local Education Coordinator (LEC)

Your LEC may be the person closest to the issue and therefore able to take the quickest action to resolve your complaint. If your LEC is part of the conflict, consider going up the supervisory chain in your departmental leadership, to a senior/experienced Consultant, or to the Clinical Director or Chairman of the Radiology Department.

Department responsibility: Radiology departments should collaborate constructively, and in a timely manner, with their hospital HR department and the Faculty of Radiologists when they become aware of any complaints alleging a violation of the Faculty's Equality and Diversity policy that prohibits discrimination, harassment and retaliation involving staff or academic trainees. Please contact the Executive Officer of the Faculty in advance of beginning any investigation. Respect for the reputation of professional colleagues should be maintained at all times during investigations of negative interpersonal episodes and behaviour.

National Training Coordinator

If you feel unable to discuss the issue within your training site, then it would be appropriate to approach the National Training Coordinator. He/She will advise you on the best immediate course and set up a process within the Faculty to resolve the issue. Typically these issues are managed by the Fellowship Advisory Committee.

Faculty of Radiologists Responsibility: Disputes of this nature should be dealt with in the Fellowship Accreditation Committee. The confidentiality of the trainee involved should be maintained in all discussions and documentation of the issue. The Faculty mandates itself to work with the Trainee and Training site to resolve the issue. The Faculty is committed to addressing matters in a timely manner as it is recognised that delays may exacerbate the issue.

Retaliation Protection

Faculty policy prohibits retaliation against people who bring a complaint or participate in the complaint process.

Use of Work Time

You may use work time to participate in the complaint process as long as both of the following apply:

- It is a reasonable amount of time.
- You have notified appropriate administrative personnel in your unit prior to taking the time.

Confidentiality

If you are concerned about confidentiality, you should discuss your concern early in your exploration of resolution options.

The Faculty strives to limit information about complaints to those with a business need to know. However, public records law and some legal processes may require the Faculty to disclose certain Faculty records. Allegations of serious misconduct (such as theft or discrimination, including sexual harassment) must be reported to the appropriate authority.

Reference:

“Guide to Professional Conduct and Ethics for Doctors”, published by Medical Council of Ireland. 8th edition (2016). Available online via the following link -

<https://www.medicalcouncil.ie/news-and-publications/reports/guide-to-professional-conduct-and-ethics-for-registered-medical-practitioners-amended-.pdf>