

Meeting of
Pathologists

Dr Van Fontana
Dr Lynn Momi-Larkin
Mona Pouch
A Puzoski
J. Bowen
B Nagels
D. Cook

August 5, 2001
3:00PM

This is a list of some concerns which have emerged during conversations about the current problem. Included are some of our suggestions about how to approach this.

It is important that we work together and support each other as a Department. Important features of the ongoing process should include:

- Co-operation.
- Transparency.
- Communication.
- Dissemination of information as the process evolves.
- Avoidance of finger pointing to either individuals or a group of individuals.
- Input into the procedure and quality control and assurance initiatives surrounding it.

We should ensure that no bias is introduced into the ongoing study. If the pur is to compare methods, than the following are important features:

- Assume that the pathologist reported the original test correctly.
- Then only the report needs to be compared to the result of the current accepted method.
- Send an addendum if there is, in fact, a change in the result.
- * - Persons conducting the study do not need to know which pathologist signed the report originally.
- Anything else is an audit of individual pathologists and, if that is the aim, this is not the proper procedure for an audit of pathologist's performance.

We should not be working in a culture where pathologists feel they are being criticized for past performances. Avoid generalized statements such as:

- "Pathologists don't know how to report the ER/PR".
- "A single pathologist has repeatedly reported the ER/PR incorrectly".
- "Keeping statistics on individual pathologists".

These statements, as well as loud discussions around the issue in corridors with high public traffic, are threatening and demoralizing. (We all assume that we are the pathologist being referred to, however anonymously.)

This issue concerns pathologists outside of the Health Care Corporation and they also need to be informed and reassured that the process is proceeding in a fair and productive manner.