

Wetherington Factor Examples

PDC Notice:

I reviewed the record with an open mind and an understanding that I have discretion in determining what, if any, level of punishment is most appropriate based on the facts and circumstances of this case. I have considered the entire range of disciplinary actions available under State law and the Disciplinary Action Policy. In making the recommendation for dismissal, I considered the following factors:

1. Your violations were severe. As a Medical Technologist II, you play a vital role in helping the Division meet its goals and objectives and ensuring personnel have accurate and reliable results for their specific tests. You are expected to comply with policies and procedures which are established to ensure efficient and effective operations; to perform your work assignments responsibly according to established standards; to maintain the privacy and confidentiality of all patient data; and to focus your attention on your work assignments during working hours. However, you failed to meet expectations in these regards, which adversely impacted the work environment, breached the security and privacy of the lab, and put the confidentiality of sensitive information at risk. Failing to maintain security, privacy, and safety is detrimental to our citizens and our organizational values. As a result of your conduct, I can no longer trust your judgment to make logical decisions. Your actions were contrary to the mission and values of this organization and will not be tolerated.
2. The subject matter of your conduct is breach of security, improper use of computer resources, willfully violating security, biosafety, and visitor policies, and failure to perform your job duties.
3. There was no actual harm from your conduct. However, there was potential for harm to students and employees. Patient and employee information must be handled with the utmost security. Non-support personnel must have a business need to enter laboratory space, to ensure they are not exposed to biological hazards.
4. Your work history. Even though your work history is otherwise satisfactory, it does not outweigh your present conduct of breaching security and computer procedures and willfully violating policies.
5. In making the recommendation for discipline, I have also considered the discipline imposed by this university in other cases. The recommended discipline is consistent with other cases.

Dismissal:

I have reviewed the record with an open mind and an understanding that there is discretion in determining what, if any, level of punishment is most appropriate based on the facts and circumstances of this case and the entire range of disciplinary actions available under State law and the Disciplinary Action Policy have been considered. In making the decision for dismissal, the following factors have been considered:

1. Your violations were severe. As a Health Care Technician I, you play a vital role in providing quality care and services to our residents, ensuring a safe environment, and ensuring their health, safety, and welfare. You are expected to comply with policies and procedures which are established for safe and efficient operations; to perform your job duties according to established standards; to provide care and services to promote the wellbeing of residents to interact with residents in a respectful, professional, and therapeutic manner; to maintain self-control and pattern appropriate behaviors for our residents and staff; and to promote harmony in the workplace. However, you failed to meet expectations in these regards and jeopardized the health, safety, and welfare of a resident under your care and adversely impacted the work environment and working relationships. Your actions were contrary to the mission and values of this organization and will not be tolerated.
2. The subject matter of your conduct is non-therapeutic, unprofessional, and intimidating interaction with a resident emotional abuse, restriction of rights, and willfully violating policy.
3. The actual harm. Your actions may have caused the resident fear and distress as he stepped back twice, and you restricted his rights when he was redirected to his room and dragged across the floor.
4. Your work history. Even though your work history is otherwise positive, it does not outweigh your present conduct of patient abuse.
5. In making the decision for discipline, I have also considered the discipline imposed by this facility in other cases involving patient abuse, violations of policy, and unacceptable personal conduct. The discipline is consistent with other cases.

Because of the severity of your violations, the serious subject matter, the significant potential for harm and to maintain consistency with similar violations, Dismissal is the appropriate form of discipline.