

LEE MEMORIAL HEALTH SYSTEM BOARD OF DIRECTORS

POLICY MANUAL

no. 40.07A

category: Employee Relations

title: Corrective Action Exemption

date adopted: 10/27/00

effective date: 10/27/00

07/26/02

supersedes no. 40.07

PURPOSE:

To provide for a corrective action process for a performance score below 300 unless the failure to meet expected outcomes comes from non-individual performance or accountability.

POLICY:

Non-individual performance statistics may be utilized for purposes of evaluating employee performance and in determining compensation. However, non-individual statistics shall be excluded in determining the competence of all employees, and in determining whether the Corrective Action Process established in the system is to be initiated for an employee.