

COMMONWEALTH OF MASSACHUSETTS

Middlesex, SS.

Board of Registration in Medicine

Adjudicatory Case No. 2013-048

In the Matter of
SALAH REYAD, M.D.

CONSENT ORDER

Pursuant to G.L. c. 30A, § 10, Salah Reyad, M.D. (Respondent) and the Board of Registration in Medicine (Board) (hereinafter referred to jointly as the "Parties") agree that the Board may issue this Consent Order to resolve the above-captioned adjudicatory proceeding. The Parties further agree that this Consent Order will have all the force and effect of a Final Decision within the meaning of 801 CMR 1.01(11)(d). The Respondent admits to the findings of fact specified below and agrees that the Board may make the conclusions of law and impose the sanction set forth below in resolution of investigative Docket No. 10-338.

Findings of Fact

1. The Respondent was born on January 4, 1953. He graduated from the Ain Shams University, Faculty of Medicine in Cairo, Egypt. He is certified by the American Board of Internal Medicine. He has been licensed to practice medicine in Massachusetts under certificate number 78407 since 1990. He has privileges at Sturdy Memorial Hospital, Milton Hospital, and Quincy Medical Center.

2. Respondent joined the Medical Staff at Norwood Hospital in 1993. The Respondent and Norwood engaged in a long standing dispute about various hospital policies and

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the Respondent's behavior. In October 2004, Norwood Hospital (Norwood) conditionally credentialed the Respondent and placed him on probation because they believed that he had engaged in a pattern of disrespectful, rude, and disruptive conduct. In 2010, a majority of the medical staff expressed their preference to have the Respondent appointed as the Chief of Medicine. Because of concerns about the Respondent's behavior, Norwood did not appoint him to said position.

3. In or around January 2006, the Respondent insisted to Patient A's daughter that it was the daughter's responsibility to take care of her mother.

4. On April 1, 2006, the Respondent raised his voice at a Norwood employee who failed to call him for a consultation.

5. On January 21, 2007, the Respondent raised his voice while complaining to a member of Norwood's janitorial staff.

6. In 2008, on two occasions, the Respondent, without authorization, accessed Patient B's Norwood medical record. Patient B had originally been admitted to the Respondent's service, but was not the Respondent's patient when he accessed the records.

7. In 2009, the Respondent, on one occasion, was rude, aggressive, and dismissive when dealing with janitorial staff.

8. On February 20, 2010, the Respondent delayed the discharge of Patient C from Norwood simply because she was talking on the telephone when he came into her room.

9. In August 2010, Norwood did not renew the Respondent's privileges because, from December 2004 to February 2010, Norwood received multiple complaints about the Respondent's behavior and received one complaint regarding a breach of confidentiality.

10. Board Policy Number 01-01 on Disruptive Physician Behavior states that

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"Disruptive behavior by a physician has a deleterious effect on the health care system and increases the risk of patient harm."

11. Behaviors such as foul language; rude, loud or offensive comments; and intimidation of staff, patients and family members are now recognized as detrimental to patient care.

12. Disruptive behavior can include passive behavior such refusing to perform tasks.

13. By his actions, the Respondent violated the Board of Registration in Medicine's Disruptive Physician Behavior Policy.

Conclusion of Law

A. The Respondent has violated 243 CMR 1.03(5)(a)18 by committing misconduct in the practice of medicine.

Sanction and Order

The Respondent's license is hereby Reprimanded.

Execution of this Consent Order

The Respondent shall provide a complete copy of this Consent Order with all exhibits and attachments within ten (10) days by certified mail, return receipt requested, or by hand delivery to the following designated entities: any in- or out-of-state hospital, nursing home, clinic, other licensed facility, or municipal, state, or federal facility at which the Respondent practices medicine; any in- or out-of-state health maintenance organization with whom the Respondent has privileges or any other kind of association; any state agency, in- or out-of-state, with which the Respondent has a provider contract; any in- or out-of-state medical employer, whether or not the Respondent practices medicine there; the state licensing boards of all states in which the Respondent has any kind of license to practice medicine; the Drug Enforcement Administration Boston Diversion Group; and the Massachusetts Department of Public Health

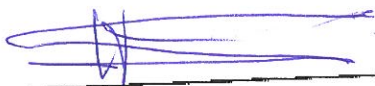
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Drug Control Program. The Respondent shall also provide this notification to any such designated entities with which the Respondent becomes associated in the year following the date of imposition of this reprimand. The Respondent is further directed to certify to the Board within ten (10) days that the Respondent has complied with this directive.

The Board expressly reserves the authority to independently notify, at any time, any of the entities designated above, or any other affected entity, of any action it has taken.



Salah Reyad, M.D.
Licensee

July 17, 2013

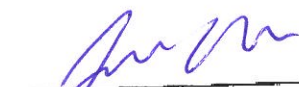
Date



Paul Gitlin
Attorney for the Licensee

July 17, 2013

Date



James Paikos
Complaint Counsel

8/13/2013

Date

So ORDERED by the Board of Registration in Medicine this 25th day of September, 2013.

Candace Lapidus Sloane, MD

Candace Lapidus Sloane, M.D.
Board Chair

SENT CERTIFIED MAIL 9/26/13 (m)

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