



Resident Impairment and Substance Abuse Policy

Effective Date: February 2016	Policy Owner: Graduate Medical Education Administration
Last Review Date: February 2016	Policy Contact: Marsha Sellner
Next Review Date:	ACGME Institutional Requirement #:
Origination Date: February 2016	ACGME Common Program Requirement #:

POLICY STATEMENT

Impairment can be due to medical and/or mental illness, including substance use. It is the policy of TIGMER to provide a drug-free workplace by prohibiting the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance or alcohol.

A Resident will be required to undergo a drug and alcohol test any time a supervisor has a suspicion (based on abnormal speech, appearance, odor, attendance, behavior or conduct, etc.) that a Resident's behavior is unusual/impaired as a result of the use of drugs and/or alcohol. Residents/Fellows who refuse to be tested for drugs and/or alcohol will be considered to be insubordinate and will be subject to disciplinary action up to and including termination.

When a Resident has been identified, either through TIGMER Drug-Free Workplace policy or through voluntary recognition, as having a substance abuse or dependency problem, the Resident will be referred to the Employee Assistance Program for counseling and assistance in the mandatory reporting to the Texas Physician Health Program (TPHP). The Resident will be removed from work pending evaluation and recommendations from the TPHP. The TPHP also evaluates professionals who may be experiencing mental disorders that interfere with patient care and professionalism.

If the TPHP recommends a treatment plan, TPHP will require the Resident to sign a contract stipulating the conditions under which the Resident can return to the training program and care for patients in the State of Texas. Prior to returning to work, the Resident must provide a copy of the TPHP treatment plan recommendation and signed contract to the DIO. If the TPHP does not recommend its monitoring of and/or a treatment plan for the Resident, then the responsible Program Director and the DIO will discuss alternative monitoring/and or intervention for the Resident. In addition, the Resident may be required to sign an agreement supplemental to the Residency Agreement which outlines conditions under which he/she may continue in the training program and any other matters specific to the individual Resident's circumstances.

The Resident must agree to submit to periodic alcohol or drug screening testing, as appropriate to the impairment, anytime at the request of the DIO or the Program Director. Similarly, the Resident must agree to undergo medical and/or psychiatric evaluation, as appropriate to the impairment, anytime at the request of the DIO or Program Director. Failure to comply with such requests will be subject to disciplinary action up to and including termination.

REASON FOR POLICY

The Sponsoring Institution is committed to maintaining the physical and mental health of Resident Physicians, as well as to maintaining a drug-free clinical learning environment (CLE). Some health conditions, including substance abuse, are incompatible with high quality patient care, optimal performance of healthcare teams, and personal and professional growth. Prevention of impairment is a primary goal.

The purpose of this policy is to assure a fair, reasonable, and confidential assessment of a physician who is suspected of being impaired, to facilitate the impaired resident's recovery, and to assist the resident's program in developing a reasonable plan for the resident's professional progress after treatment/recovery.

This policy will focus primarily on resident impairment related to substance use and/or mental health disorders.

PROCEDURES

FORMS/INSTRUCTIONS

RESPONSIBILITIES

FAQ

ADDITIONAL CONTACTS

Subject	Contact	Phone	Fax/Email
Primary Contact(s)			
Subject			

DEFINITIONS

[Texas Physician Health Program Website](#)

RELATED INFORMATION

HISTORY