

## CHRISTIANA CARE HEALTH SERVICES

<b>POLICY:</b>	<b>Residents/Fellows with Impairment</b>
<b>DEPARTMENT:</b>	GMEC
<b>DATE OF ORIGIN:</b>	October 26, 2011
<b>LAST REVISION DATE:</b>	June 5 <sup>th</sup> , 2015
<b>REGULATORY REFERENCE:</b>	ACGME

### ***I. POLICY***

It is Christiana Care's position that impairing conditions, including mental health and substance abuse, are treatable illnesses and that it may be possible for an impaired resident/fellow to recover and safely return to work, if diagnosed and treated in time and if provided a structured, monitored working environment on recovery.

### ***II. PURPOSE***

To define a process for the evaluation and referral for care of a resident/fellow identified as having a mental health or substance abuse issue while assuring the safety and well-being of patients, staff, and others.

### ***III. SCOPE***

Any resident/fellow whose behavior or performance has deteriorated and there is a suspicion of an impairing mental health condition or substance abuse.

### ***IV. PROCEDURE***

A. Impaired resident/fellow physicians may be reasonably identified by behavior and patterns of behavior which include, but are not limited to:

- Consistent tardiness
- Unexplained absences
- Uncontrolled angry outbursts or unprofessional behavior
- Unexplained somnolence
- Legal difficulties (e.g., driving under the influence)
- Decreased quality of care or unexpected lack of progress during the training year
- Odor of alcohol on a resident/fellow while on duty
- Poor impulse control
- Lack of interest in work activities
- Symptoms of depression
- Other psychiatric disturbances

B. If a resident/fellow exhibits symptoms significantly impeding the trainee's proper performance of duties, including patient care, he/she should be promptly removed from clinical duties.

C. Reporting Concerns of Resident/Fellow Impairment

1. Christiana Care encourages an impaired resident/fellow to self-report to his/her Program Director or designee. Upon receipt of a self-report, the Program Director or designee will meet with the resident/fellow to determine the severity of the problem and the appropriate course of action.
2. The Program Director shall promptly investigate all reports and complaints that a resident/fellow may be impaired.
3. The Designated Institutional Officer (DIO) shall be informed of all reports of resident/fellow impairment.

D. Substance Abuse Impairment:

1. If the program director or other supervisor suspects that the resident/fellow is impaired due to alcohol or substance abuse, the resident/fellow should be immediately referred to Employee Health.
2. Christiana Care procedures regarding employees suspected of substance abuse will apply.

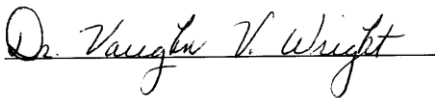
E. Mental Health Issue:

1. Dr. Lani Nelson Zlupko: A licensed therapist will be available for counseling, dealing with stress/anxiety, life-work balance, etc. She can be reached at 302-543-6296 (and by e-mail: [Lani@LNZconsulting.com](mailto:Lani@LNZconsulting.com)). Her private cell phone (for PD use) is 302-740-9320. She is an excellent therapist; however, cannot prescribe medications.
2. Physician services (residents included) through HR: This is exclusive to physicians / residents and is coordinated through Carole Hines in HR (302-623-0314). This is a trained peer to peer counseling program, so no medications.
3. If the resident needs to see a psychiatrist for medical management, then an option now has been organized with Dr. Sandeep Gupta: Office-302-428-6326; Cell (for PD usage) 302-312-9478. He also has a non CCHS e-mail (for privacy concerns) that the residents or PD's can use: [guptasmd@yahoo.com](mailto:guptasmd@yahoo.com).
4. Christiana Care will provide funds for residents/fellows to obtain a psychiatric evaluation and up to five follow-up visits.

F. Reporting Requirements:

1. A report will be submitted to the State Board of Medical Licensure and Discipline when required by law.

**SIGNATURES/APPROVALS:**



Revised 6/5/2015