

POLICY: Impaired House Staff Policy

PURPOSE: To establish a policy that addresses behavioral issues associated with impaired trainees, provides assistance to the impaired trainee, and protects the health and safety of patients.

An impaired trainee is one who is unable to participate within the University environment and perform his/her job duties with requisite skill and safety. This impairment may be due to drug and/or alcohol dependency, mental and/or emotional disorders or physical impairment or disability. The signs and symptoms of such impairment could include but are not limited to a pattern of the following:

- Physical signs such as fatigue, deterioration in personal hygiene and appearance
- Unusual or inappropriate behavior
- Negative changes in performance of assigned work and/or academic performance
- Frequent or unexplained absence and/or tardiness from work and/or academic responsibilities
- Repeated or unexplained illnesses, injuries or accidents
- Conduct which may constitute violations of law
- Significant inability to contend with routine difficulties and act to overcome them
- Drug use indicators: agitation, edginess, bloodshot eyes, noticeable odor of alcohol or cannabis, dilated or pinpoint pupils, slurred or rambling speech, lack of coordination in walking such as staggering or weaving

PRELIMINARY REPORT & INVESTIGATION:

The person who observes the suspected impaired behavior must document the behavior. The Program Director, or their designee, if not the initial observer, should also assess the trainee and document any observed behavior or impairment, or in the event that they find the trainee to be fit to return to work, allow the trainee to return to work.

LEAVE OF ABSENCE

Trainees that need to take a leave of absence from training due to an impairment may do so in accordance with the Family & Medical Leave Act (FMLA)/California Family Rights Act (CFRA)/Disability guidelines. Paid leave time (sick and vacation time), if available, is required to be used prior to going into unpaid status. Refer to the contents of the UCSF Fresno Leave of Absence policy for detailed information.

COURSE OF ACTION:

Automatic referral to Dr. Campbell is triggered if the trainee is removed from work due to reasonable suspicion of impairment in the workplace. Dr. Campbell will meet with trainees in an expedient manner. Dr. Campbell will review the documented behavior and assess the trainee. Upon completion of the assessment, one of the following decisions will be made:

1. If further evaluation is thought to be warranted, the trainee will be referred to an appropriate specialist for an evaluation.
2. The Program Director and Dr. Campbell will confer about the trainee's options regarding any leave of absence and/or suspension from the Medical Education Program in accordance with the UCSF Fresno Leave Policy.
3. The GME office will consult with UCSF Counsel to determine whether any conduct must be reported to law enforcement or other government agencies.
4. Should a trainee about whom the concern has been expressed be determined not to be impaired the individual will be allowed to return to the Medical Education program.

IMPAIRMENT DUE TO SUBSTANCE ABUSE:

In the event that there is a reasonable suspicion of impairment due to a trainee being under the influence, the trainee should be discreetly removed from service and the Program Director notified. The trainee should be asked to complete body fluid testing to screen for alcohol or controlled substances should an assessment by their Program Director or designee corroborate the suspicion of impairment. There is a three-hour window in which this testing should take place. (See Appendix A for testing locations and hours). At this time, if necessary, the Program Director, or designee, will escort the trainee to the designated location (see Appendix A) for body fluid testing. Once the testing is completed, if necessary, the Program Director, or designee, will ensure that the trainee has safe transportation to their residence. If the impairment is due to something other than the trainee being under the influence of alcohol or a controlled substance, then the trainee should be discreetly removed from service for evaluation and the Program Director notified. With suspicion of either type of impairment, there will also be an automatic referral to Dr. Campbell (See UCSF Fresno Well-Being, Fatigue Mitigation and Monitoring Policy).

TREATMENT & MONITORING

Dr. Campbell will serve as liaison with the evaluating/treating physician and update the Program Director as necessary. When it is determined by the evaluating/treating physician that the trainee is ready to re-enter the Medical Education Program, Dr. Campbell will assist the trainee in the re-entry to the Medical Education Program.

PREVENTION & EDUCATION SERVICES:

1. Each year during the New House Staff Orientation and the Chief Resident's Orientation, an educational component addressing House Staff Impairment policies and services will be presented.
2. At departmental request, a designated representative will be available to provide educational lectures addressing Impaired Physician issues.

(Original signed Policy is available in the UCSF Fresno Office of Medical Education)

Michael Peterson, M.D., Associate Dean, Chair GMEC

APPENDIX A

CRMC EMPLOYEE HEALTH
2828 Fresno Street, Suite 203
Fresno, CA 93721

559.459.6416 (ext. 56416)

Hours: 7:00 a.m. - 4:30 p.m. Monday – Friday (excluding holidays)

CRMC EMERGENCY DEPARTMENT
2823 Fresno Street
Fresno, CA 93721
559.459.6000

Use only when Employee Health is not available.