

TEMPLE UNIVERSITY HOSPITAL GRADUATE MEDICAL EDUCATION POLICIES AND PROCEDURES

NUMBER: **TUH GMEC – 203 (Formally TUHRAC – 203)**
TITLE: **Resident Impairment**
EFFECTIVE DATE: **07/00/1999**
LAST REVIEWED: **09/01/2005, 08/01/2006, 5/22/207, 8/2009, 01/07/2011**
REFERENCES:

PURPOSE

This policy and procedure outlines the process by which an impaired resident may receive assistance with problems of a behavioral, emotional or psychosocial nature.

POLICY

It is the policy of Temple University Hospital to promote wellness and good health habits for all residents. Further, it is recognized that the residency can be a stressful time in an individual's life and that the sponsoring institution has a responsibility to assist and support the resident as required and/or requested within the current limits of the institution's resources.

PROCEDURES

Anyone may report a resident as being impaired to any faculty member or member of administration. All reports will be kept confidential and will be thoroughly investigated.

If reported impairment is validated, the resident may be referred to the Physicians' Health Committee (PHC) of the Medical Staff or the Program Director may develop and implement a plan to assist the resident. It is strongly recommended that the resident be referred to the Physicians' Health Committee inasmuch as this committee provides the leadership for handling and resolving physician impairment throughout the institution. The PHC also works with the Commonwealth of Pennsylvania and Pennsylvania Medical Society program(s) for supporting and monitoring physicians who have or have had impairment issues.

A resident may self-refer to any faculty member or member of administration. Self-referrals may also be made directly to a dedicated telephone line (**2-COPE**) manned by physician members of the PHC. All self-referrals are confidential.

NOTE: ANY PRINTED COPY OF THIS POLICY IS ONLY AS CURRENT AS OF THE DATE IT WAS PRINTED; IT MAY NOT REFLECT SUBSEQUENT REVISIONS. REFER TO THE ON-LINE VERSION FOR MOST CURRENT POLICY.

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All residents may receive, as part of their benefit package, free psychological counseling up to the limits of coverage.

Program Directors should always be on alert for signs of distress manifested by residents. Program Directors maintain the right to ask and/or to mandate that a resident seek counseling when necessary and appropriate to the health and well being of the resident. When counseling or other assistance is mandated by the Program Director and refused by the resident, disciplinary actions may be initiated.

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