GME – PHYSICIAN IMPAIRMENT

I. SCOPE:

Lehigh Valley Health Network (LVHN) adopts this policy for the following selected licensed entities:

- ☒ Lehigh Valley Hospital
- ☐ Lehigh Valley Hospital – Hazleton
- ☐ Lehigh Valley Hospital – Pocono
- ☐ Lehigh Valley Hospital – Schuylkill
- ☐ Transitional Skilled Unit
- ☐ Lehigh Valley Home Care
- ☐ Lehigh Valley Hospice
- ☐ Pocono VNA / Hospice
- ☐ Lehigh Valley Home Care – Schuylkill
- ☐ Lehigh Valley Home Care – Hazleton
- ☐ Fairgrounds Surgical Center
- ☐ LVHN Children's Surgery Center
- ☐ LVHN Surgery Center – Tilghman

Medical and Dental Resident and Fellow Physicians

II. POLICY:

It is an ACGME Institutional Requirement that the Sponsoring Institution's GMEC develop and implement a formal written policy governing impairment.

All ACGME, AOA, and CODA approved postgraduate training programs at Lehigh Valley Health Network (LVHN).

III. DEFINITIONS:

ACGME – Accreditation Council for Graduate Medical Education

CODA – Commission on Dental Accreditation

AOA – American Osteopathic Association

GMEC – Graduate Medical Education Committee

Sponsoring Institution – The institution that assumes the ultimate responsibility for a program of GME

IV. PROCEDURE:

A. Program Directors, faculty, peers, and other medical center professionals are encouraged to be observant for signs of impairment from alcohol, drugs, psychiatric, fatigue, or medical disorders among graduate trainees.

B. When impairment is suspected, the appropriate Program Director, Department Chair or other avenues for reporting should be immediately informed and should utilize available resources to investigate the situation and take appropriate actions, including intervention, when warranted.

C. It is our goal to provide intervention and rehabilitation for impaired graduate trainees and to support them during the process. However, dismissal is possible if the graduate trainee refuses such, and employment may be terminated in accordance with Human Resources policy.

D. Resources available to Program Directors, Department Chairs, faculty, or graduate trainee with respect to impairment include the Employee Assistance Program, Employee Health Services, Department of Psychiatry and Human Resources Consultant.

E. The GME programs will follow LVHN institutional policies regarding Screening for Drugs and Alcohol and Drug/Alcohol Use and Drug Possession-For Cause Testing.

F. It is the responsibility of the PD to ensure all residents/fellows and faculty receive education on substance abuse awareness at least annually.

G. If a resident or faculty member is identified as possibly being impaired, the PD should be notified immediately. If the situation represents a patient safety risk the suspected impaired individual will be immediately removed from patient care until the appropriate LVHN policy can be followed and the incident investigated. This may represent a removal from patient care until a fitness for duty evaluation can be performed.

V. REFERENCES:

Screening for Drugs and Alcohol

Drug/Alcohol Use and Drug Possession-For Cause Testing.

VI. ATTACHMENTS / FORMS: N/A

VII. DISCLAIMER:

This policy and the implementing procedures are intended to provide a description of recommended courses of action to comply with statutory or regulatory requirements and/or operational standards. It is recognized that there may be specific circumstances, not contemplated by laws or regulatory requirements that make compliance inappropriate. For advice in these circumstances, consult with the Departments of Risk Management and/or Legal Services and the Ethics Committee, as appropriate.

Statement of Right as Follows: Network reserves the right unilaterally to revise, modify, review, rescind or alter the terms and conditions of the policy within the constraints of the law, by giving reasonable notice.

VIII. REVIEW:

Origination: 07 / 2005
Review / Revision: 11 / 2019

Approved by the Graduate Medical Education Committee

Approved by: Margaret Hadinger (Dir Grad Med Educ / Dio)	**Approval Date:** 01/28/2020
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