

UNIVERSITY OF MARYLAND MEDICAL CENTER POLICY AND PROCEDURE MANUAL	PAGE: 1 of 2	PROCEDURE NO: GMS-M
	EFFECTIVE DATE: 7/1/07	
SUBJECT: PHYSICIAN IMPAIRMENT AND COUNSELING SERVICES		
APPROVALS: Graduate Medical Education Committee: 1/24/08		

1. Purpose

The University of Maryland Medical Center (UMMC) recognizes the increasing responsibility as well as the intense physical and emotional effort Graduate Medical Education places on residents and therefore provides resident access to appropriate and confidential counseling, medical and psychological support services.

UMMC strives to maintain a drug free workplace. The UMMC program is sensitive to the societal issue of drug and alcohol abuse. Addiction is recognized as a chronic medical problem. Notwithstanding the desire to address the individual needs of the resident, the Medical Center's primary consideration is the safety of patients, whose care may be compromised, and of co-workers who may be endangered by individuals whose performance may be impaired due to drug and/or alcohol abuse. This policy outlines the key provisions of the program to achieve and maintain a drug free workplace.

2. Scope

This policy applies to all residents participating in training programs that the University of Maryland Medical Center (UMMC) sponsors. The policy related to Medical Staff impairment and counseling is contained in the UMMC Policy and Procedure Manual, MS-003, *Medical Staff Impairment and Counseling Services*.

3. Responsibility

It is the responsibility of all residents to maintain a drug free workplace by personally refraining from the abuse of drugs and/or alcohol, and reporting those co-workers who are suspected of suffering from addiction. It is the responsibility of the residency training program directors and clinical chiefs to communicate this policy to their residents and to enforce its provisions through referral to the Employee Assistance Program and, if necessary, corrective discipline.

4. Procedure

4.1 Residents Drug Testing

After the resident match, but before the resident begins working, the resident will be required to have a pre-employment physical which includes testing for illegal drugs titled

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“Employee Health Service Pre-Placement/Post-Offer Assessment (GMS-K). If the resident tests positive for any drug listed in the policy, they must relinquish their position on the UMMC housestaff.

4.2 Fitness for Duty

After the resident starts working, if he/she exhibits signs of drug and/or alcohol impairment, or requests or requires medical or psychological counseling, the program director or department chief will refer the resident to the Employee Assistance Program (EAP). Specific procedures for this referral can be found in the Fitness for Duty Policy (see UMMS Human Resources policy #508).

4.3 Professional Assistance Committee (PAC)

The PAC assists residents who may become impaired because of drug and/or alcohol abuse, emotional distress, or physical disability. The PAC’s work is confidential and it has no disciplinary authority. The PAC’s services are free to the resident.

4.3.1 Residents access the services of the Professional Assistance Committee (PAC):

- 4.3.1.1 through self-referral, i.e. directly calling the committee’s chairman;
- 4.3.1.2 by receiving a referral through the EAP (see UMMS Human Resources policy CRP 514, titled [Employee Assistance Program](#)).

4.3.2 The role of the PAC is to:

- 4.3.2.1 assess the needs of the resident;
- 4.3.2.2 refer the resident for the appropriate treatment;
- 4.3.2.3 provide a liaison with groups, such as the Med Chi Physician Rehabilitation Program;
- 4.3.2.4 monitor and document recovery; and
- 4.3.2.5 provide education to physician, resident and community groups in partnership with other organizations.

4.4 Corrective Discipline

Nothing in this policy restricts the program director or department/division chair from using corrective discipline to address the specific performance issues of the employee who may be undergoing counseling for drug and/or alcohol addiction or psychological, emotional or medical conditions, as long as the discipline is for performance related issues.