



Impairment

Effective: July 1, 2018
Reviewed by GMEC: December 12, 2017
Initial Approval by GMEC: June 27, 1995

Statement

Palmetto Health recognizes a variety of impairments, may impact a resident during his/her residency training and provides non-punitive confidential support and counseling services for individuals so affected.

Associated Policy(ies)

PH Diversion of Medication PGR

Responsible Positions (Title)

Residents/ Fellows

Equipment Needed

None

Procedure Steps, Guidelines, Rules, or Reference

1. An educational overview of physician wellness and impairment is provided to all incoming residents during orientation.
2. When resident/fellow impairment is suspected, the Program Director contacts a PH Business Partner.
3. If after the above, resident/fellow impairment seems a possibility, the DIO is notified.
4. The DIO investigates the matter and, if necessary, consults expert and legal opinions.
5. The Department of Medical Education arranges appropriate counseling and support services for the impaired resident/fellow in a confidential and non-punitive fashion.
6. Palmetto Health also provides confidential support and counseling services to residents and their spouses through the Palmetto Health E Care program. The first five (5) visits each year are provided as a free benefit. The DIO or the Director of Resident and Student Services can facilitate confidential access to these services.

References

"Substance Use and Dependency among Resident Physicians," PH Resident website