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| <b>Policy 2.300</b><br>Graduate Medical Education Committee                                                                                                          |
| <b>Section</b><br>Resident Support/Conditions for Appointment                                                                                                        |
| <b>Subject</b><br>Physician Impairment                                                                                                                               |
| <b>Policy Requirements</b><br>ACGME Institutional: 4.9.b.<br>ACGME Common Program Requirements: 6.12.; 6.12.e.; 6.13.d., 6.13.d.1.<br>UAMS Policies: MS.1.02, 3.1.14 |
| <b>Version History</b><br>Date developed: 10/2022<br>Revisions Approved: 1/2023, 2/2024<br>Legal Review: 10/2022                                                     |

### **Purpose**

To address physician impairment.

### **Policy**

The UAMS Regional Centers Graduate Medical Education Committee (GMEC) has adopted these two University of Arkansas for Medical Sciences (UAMS) policies to address physician impairment:

- 1) UAMS Medical Center Policy, MS.1.02, Suspected Impairment of Medical Staff Members
- 2) UAMS Administrative Guide, Policy 3.1.14, Drug and Alcohol Testing.

All residents and fellows will be subject to site specific policies when rotating at a participating site.

### **Procedure**

All residents/fellows must complete the confidential Practitioner Health Questionnaire and return it to the GME Office for review by the Designated Institutional Official (DIO). This questionnaire will be updated yearly at the time of renewal of the resident/fellow's agreement of appointment (contract). Questionnaires with concerns will be reviewed by the DIO, and may be reviewed by the respective Program Director and Departmental Chairperson and perhaps escalated to the Arkansas Medical Foundation.

Repeated evaluations documenting substandard academic performance or other grounds for consideration of academic probation or remedial work, existing in conjunction with one or more signs(s) or symptom(s) of impairment may be considered in determining whether or not the resident/fellow obtains a medical and/or psychiatric evaluation. Members of the UAMS and Arkansas Children's Medical Staff Health committees and staff members of the UAMS Resident Wellness Program are available to assist in confirming or validating suspected abuse, dependency and/or impairment.

## **Resources**

Information about physician impairment and the services of the GME Office, the UAMS Resident Wellness Program and the Arkansas Medical Foundation is provided at orientation and can be found on the UAMS GME website.