

**LEHIGH VALLEY HEALTH NETWORK
System Manual**

GME – PHYSICIAN IMPAIRMENT – DEPARTMENT OF EDUCATION

SCOPE:

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

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| <input checked="" type="checkbox"/> Lehigh Valley Hospital | <input type="checkbox"/> Transitional Skilled Unit |
| <input type="checkbox"/> Lehigh Valley Hospital – Dickson City | <input type="checkbox"/> Lehigh Valley Home Care |
| <input type="checkbox"/> Lehigh Valley Hospital – Hazleton | <input type="checkbox"/> Lehigh Valley Hospice |
| <input type="checkbox"/> Lehigh Valley Hospital – Pocono | <input type="checkbox"/> Pocono VNA / Hospice |
| <input type="checkbox"/> Lehigh Valley Hospital – Schuylkill | <input type="checkbox"/> Lehigh Valley Home Care – Schuylkill |
| <input type="checkbox"/> LVHN Children’s Surgery Center | <input type="checkbox"/> Lehigh Valley Home Care – Hazleton |
| <input type="checkbox"/> LVHN Surgery Center – Tilghman | |
| <input type="checkbox"/> Lehigh Valley Hospital – Coordinated Health Allentown | <input type="checkbox"/> Lehigh Valley Hospital – Coordinated Health Bethlehem |
| <input type="checkbox"/> LVHN Ambulatory Surgery Center of Lopatcong (NJ) | <input type="checkbox"/> LVHN East Stroudsburg Ambulatory Surgery Center |

Medical and Dental Resident and Fellow Physicians

LINKS TO ATTACHMENTS: N/A

LIST OF ASSOCIATED FORMS: N/A

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, as appropriate.

REVIEW:

Origination: mm / yyyy
Review / Revision: mm / yyyy, mm / yyyy

Approved by the Graduate Medical Education Committee

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| Approved by: Joseph Patruno (Physician) | Approval Date: 02/06/2023 |
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I. POLICY:

It is an ACGME Institutional Requirement that the Sponsoring Institution's GMEC develop and implement a formal written policy governing impairment for all ACGME and CODA approved postgraduate training programs at Lehigh Valley Health Network (LVHN).

II. DEFINITIONS:

ACGME – Accreditation Council for Graduate Medical Education

CODA – Commission on Dental Accreditation

GMEC – Graduate Medical Education Committee

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

III. 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 trainee 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.

IV. REFERENCES:

Screening for Drugs and Alcohol