INSTITUTIONAL GME POLICY—Resident/Fellow Impairment Prevention and Wellness
Approved by GMEC – July 22, 2016

I. PREFACE

The University of Hawai‘i (University) John A. Burns School of Medicine (JABSOM) and Hawai‘i Residency Programs, Inc. (HRP) are committed to providing a safe environment and to protecting the health and welfare of patients, residents/fellows, students, faculty, and employees.

JABSOM and HRP recognize that physician impairment can prevent the accomplishment of the above goal, as well as the collective goal of the medical profession to see healthy physicians providing excellent care to the patients they serve.

JABSOM and HRP have a zero-tolerance substance use and/or abuse policy.

II. DEFINITION

JABSOM and HRP follow the American Medical Association (AMA) definition of physician impairment: “any physical, mental or behavioral disorder that interferes with ability to engage safely in professional activities.” Examples of conditions that may cause impairment include the following:

- Substance (drug or alcohol) abuse and dependence
- Mood disorders such as major depression with or without suicidal ideation and attempt
- Anxiety disorders such as obsessive-compulsive disorder (OCD) or phobias
- Sleep disorders
- Stress disorders and “burnout”
- Neurodegenerative disorders such as multiple sclerosis
- Traumatic brain injury
- Trauma- and stressor-related disorders such as post-traumatic stress disorder (PTSD)
- Chronic non-malignant pain
- Behavioral changes from medical conditions, such as poorly controlled diabetes mellitus or thyroid irregularities

III. GOALS AND EXPECTATIONS

Residents/Fellows are expected to conduct themselves to meet the expectations identified in the HRP Residents/Fellows Handbooks, including, but not limited to, recognizing signs of physician impairment and demonstrating appropriate steps to address impairment in colleagues and themselves.

JABSOM and HRP will take certain steps to accomplish the following goals of this policy:

a. Prevent or minimize the occurrence of physician impairment, including substance abuse, among residents/fellows, in residency training programs sponsored by JABSOM;

b. Protect patients from risks or minimize the risk to patients associated with care given by impaired resident/fellow physicians; and

c. Provide opportunity for residents/fellows to seek assistance and/or to voluntarily disclose impairments.
I. PREFACE

This procedure implements the Institutional GME Policy—Resident/Fellow Impairment Prevention and Wellness.

II. EDUCATION

In an attempt to prevent resident/fellow impairment, Hawaii Residency Programs, Inc. (HRP) and the University of Hawai‘i (University) John A. Burns School of Medicine (JABSOM) will provide the following education:

- HRP will educate residents/fellows, program administrators, and other appropriate HRP staff about physician impairment, including problems of substance abuse, its incidence and nature of risks to both the involved individuals and patients. Education includes communication of signs and symptoms of impairment. Education also includes communication about resources that may be available to the impaired resident/fellow.
- JABSOM Office of the Designated Institutional Official (ODIO) will work with department chairs and residency/fellowship program directors to ensure appropriate JABSOM faculty and other appropriate JABSOM and University employees are educated about physician impairment, including problems of substance abuse, its incidence and nature of risks to both the involved individuals and patients.

III. REPORTING AND SELF-DISCLOSURE

It is the responsibility of employees of HRP and JABSOM to report cases of possible resident/fellow impairment, including cases reported by self-disclosure, to at least one of the following:

- Program director who is the immediate supervisor of the resident/fellow
- HRP Chief Executive Officer (CEO) or Human Resources staff
- JABSOM Designated Institutional Official (DIO), any member of the ODIO, any Department Chair, or the Dean or his/her designee(s)

IV. MANAGEMENT

The CEO of HRP and Designated Institutional Official (DIO) of JABSOM shall work together, with residents/fellows, and with the appropriate governing bodies such as hospitals and health care facilities, licensing boards, federal and state agencies, and others to address cases of possible resident/fellow impairment, including failure of residents/fellows and employees of HRP and JABSOM to cooperate or report.

Should a resident/fellow dispute any actions taken by HRP or JABSOM, he/she may follow the GME policies and procedures on hearings, grievances, and administrative procedures, which supplement the HRP Resident Handbook.