

**USF – College of Medicine
GRADUATE MEDICAL EDUCATION POLICY & PROCEDURE**

Title: Physician Impairment / Substance Abuse		No.: GME-304
Effective Date: 1/1/99	Revision Date: 6/05; 8/2008	Distribution: All
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Policy Statement

The University of South Florida is a drug-free workplace and committed to the provision of public safety by continuing to support the Florida Impaired Practitioner Program and the Physician's Recovery Network (PRN). The legislation authorized under the Florida Medical Practice Act provides, in some cases, for therapeutic alternatives to disciplinary action. In other cases, this legislation allows for therapeutic intervention and treatment to occur in conjunction with disciplinary action. Under the provisions of this legislation, the physician is given the opportunity to reenter practice after successfully completing treatment and the recovery process.

As a drug-free environment, USF prohibits the unlawful manufacture, distribution, possession, or use of alcohol or controlled substances on USF property. No resident may report to work while under the influence of illegal drugs or alcohol. Any resident determined to have violated this policy shall be subject to disciplinary action. Individuals forging prescriptions or otherwise illegally obtaining controlled substances will be subject to severe disciplinary measures as well as formal criminal prosecution. Such actions are also cause for evaluation/treatment for substance abuse and referral to the Physicians Recovery Network. Individuals declining referral to the PRN will be reported to the Board of Medicine and may be subject to adverse consideration by the USF College of Medicine.

The purpose of the PRN is to ensure the public health and safety by assisting the ill practitioners who may suffer from one or more of the following:

- Chemical Dependency
- Psychiatric Illness
- Psychosexual Illness including Boundary Violations
- Neurological/Cognitive Impairment
- Physical Illness
- HIV Infection/AIDS
- Behavioral Disorders

Should reliable information be received that the resident's clinical judgment or proficiency in clinical skills is deficient or impaired due to illegal drugs, alcohol or the illnesses as listed above, the Dean of the College of Medicine or designee, or the Program Director may immediately suspend the resident from patient care activities pending further investigation.

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Procedure

Responsible Party

Action

Program Director/Faculty/
Referring Party

Upon receipt of reliable information or observation that a resident may be impaired due to illegal drugs or alcohol, notifies the Office of GME and the appropriate Program Chairman of the information.

Program Director

Upon confirmation, refers the resident to the Physicians Recovery Network (PRN) – 800/888-8PRN – for follow-up and treatment as required.

Advises the resident that the Resident Assistance Program (RAP) is also available for assistance and may be contacted at 813/870-3344, 24 hours a day, seven days per week.

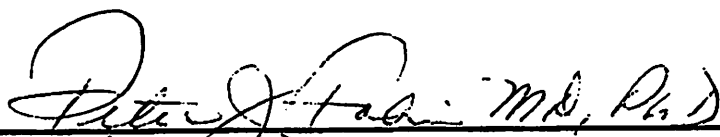
Resident

Agrees to comply with the treatment as indicated by the PRN.

Program Director

Monitors the progress of the resident to determine whether or not continuation in the program is feasible.

APPROVED:



Associate Dean – Clinical Affairs/GME



Dean, College of Medicine

c:p&p/physician impairment

REVIEWED, REVISED – 6/06

REVIEWED, REVISED, APPROVED – 8/2008