Fitness for Duty Assessments

What?	A formal assessment of a physician's fitness for occupational functioning. The evaluations are individualized and additional assessments beyond the initial assessment may be required based on any discoverable concerns. The evaluations are independent evaluations and not part of the Resident Assistance Program (RAP).
Why?	If a trainee communicates or displays behaviors which raise concerns about the trainee's ability to deliver safe patient care and/or the trainee's own well-being, an assessment will be requested and can be mandated. The services provided for the Resident Assistance Program (RAP) are distinct from the fitness for duty assessment.
Who?	Referrals are made to the office of Gary Wood & Associates or another outside evaluator determined by the University. Gary Wood & Associates or other evaluator will coordinate the fitness for duty assessment with the trainee and will designate specific provider(s) to complete the assessment. The provider(s) performing services are not employed with the Resident Assistance Program (RAP) for a resident/fellow.
Results?	Possible results of the assessment to be relayed to the GME program director include (1) physician is fit for duty (2) physician is fit for some duties but not others or needs accommodations to fulfill duties, or (3) physician is unfit for duty at this time.

Responsibilities of the program director:

- ☐ Consult with the DIO or GME Director to determine if a fitness for duty assessment is appropriate and prepare the appropriate supporting documentation.
- ☐ Call Gary Wood & Associates or other provider determined by the University to request the fitness for duty assessment and provide background information.
- ☐ Provide written letter to resident/fellow using template for mandated assessment.
- ☐ Communicate with the resident/fellow why they are being referred for a fitness for duty assessment and explain that the Program will be getting a result that will tell the Program whether they are fit for duty at this time.
- ☐ Go over this handout so the resident knows what/why/who.
- ☐ Provide coverage for resident/fellow clinical responsibilities to ensure patient care is safe.

Responsibilities of the resident/fellow:

- ☐ Ensure individual well-being for the safety of patients.
- ☐ Complete assessment in a timely and efficient manner.