Policy for Impaired Physicians (IV.H.2)

Purpose/Intent: Sponsoring institutions and programs must have written policies that describe how physician impairment is addressed, including that due to substance abuse.

Policy Summary: The University of Central Florida College of Medicine (UCF COM) will fully participate in the provisions of the Florida Medical Practice Act (F.S.458), the rules of the Board of Medicine, and Department of Professional Regulation. The College of Medicine supports the Florida Impaired Practitioners Program.

Procedures:
1. The purpose of the Professional Resource Network (PRN) Impaired Practitioners Program of Florida is to ensure the public health and safety by assisting ill practitioners who may suffer from conditions that lead to impairment, including substance abuse and chemical dependency, psychiatric illnesses, and behavioral disorders. Contact information for PRN is provided below.
2. UCF is a drug-free workplace. This policy prohibits unlawful manufacture, distribution, possession, or use of controlled substances or alcohol on UCF property or in conjunction with its activities. Residents are not permitted to report to work while under the influence of alcohol or illegal drugs. Residents who fail to comply with these policies are subject to disciplinary action. UCF and its affiliated hospitals, including the Orlando VAMC, have the authority to request random specimens for drug and alcohol testing.
3. Faculty, staff, peers, family or other individuals who suspect that a resident is suffering from a psychological or substance abuse problem can either discuss their concerns with the Program Director, Chairman, or Assistant Dean (GME) or can make a referral directly to the Florida PRN. These concerns will be handled confidentially followed by a discreet investigation of concerns.
4. The resident may be placed on administrative status or suspended pending investigation of concerns (see separate disciplinary policy).
5. Once a referral to PRN occurs, the resident is required to undergo an independent evaluation by an approved provider coordinated by PRN. It is the intent of the UCF COM that all appropriate rules that govern the practice of medicine be strictly enforced. All referrals to the PRN are confidential and are evaluated by the professionals of the PRN. Decisions about intervention, treatment and after care are determined by the PRN.
6. Incoming residents may be referred to the PRN in conjunction with their Board of Medicine Application for an Unlicensed Physician in Training.
7. As long as the practitioner satisfactorily participates in the PRN program no regulatory action would normally be anticipated by the Board of Medicine.
8. Residents may need to take a leave of absence during initial evaluation and treatment. Resumption of participation in clinical activity and the residency program is contingent upon the continued successful participation in the PRN. Continuation of the resident in the program will be determined by consultation between the program director and the professionals at the PRN.
9. Information on the Professionals Resource Network (PRN) Impaired Practitioner’s Program: http://www.flprn.org/index.html, email: admin@flprn.org, Phone 1-800-888-8PRN (8776), Fax 904-261-3996, Address: P.O. Box 1020, Fernandina Beach, Florida 32035.
10. Each program will provide an educational program to their residents regarding substance abuse.
11. Compliance is monitored by the internal review process.