



UCF/HCA GME Consortium Policy for Impaired Physicians and Substance Use (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. Physician impairment occurs when a substance or psychological disorder interferes with his/her ability to engage in professional activities competently and safely.

Policy Summary: The UCF/HCA Consortium GME programs (Consortium) 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 Consortium supports the Florida Impaired Practitioners Program. The term “trainees” includes both residents and fellows.

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 in Section 12.
2. UCF and participating hospitals are drug-free workplaces. UCF policy prohibits unlawful manufacture, distribution, possession, or use of illegal and non-prescribed controlled substances or alcohol on UCF property or in conjunction with its activities. HCA hospitals also prohibit all marijuana, including medicinal marijuana. Also prohibited are: a sale or possession with intent to distribute any drugs, theft or diversion of facility and/or patient medications, tampering or altering drug testing samples, and related behaviors (refer to HCA Substance Use policy for complete listing). **Trainees are not permitted to report to work while under the influence of alcohol, illegal drugs, or non-prescribed controlled substances. Trainees who fail to comply with these policies are subject to disciplinary action including termination.** UCF and all participating hospitals, including the Orlando VAMC, have the authority to request random specimens for drug and alcohol testing.
 - a) Pre-employment drug testing: Refer to Policy Regarding Health Screening for Trainees
 - b) Trainees may be tested for drugs/alcohol randomly or for reasonable suspicion (following accidents, injuries, other circumstances). Test results are given to the local GME director who shares positive results with the UCF GME office and the Program Director; the hospital Chief Medical Officer may be notified also. Refusal for any reason to submit or consent to drug/alcohol screen requested by hospital personnel is prohibited.
 - c) A trainee is presumed to be under the influence of alcohol if a blood test or other scientifically acceptable testing procedure shows a blood alcohol level of .04 or more.
 - d) Illegal and non-prescribed drugs may remain detectable by urine, blood and other testing for a substantial time. A trainee is prohibited from returning to work with a measurable quantity of marijuana, a measurable quantity of illegal substances, or a measurable quantity of non-prescribed controlled substances in blood and/or urine and

may be subject to disciplinary action including being placed on administrative leave with referral to PRN, termination, etc.

- e) Recreational marijuana use is illegal in Florida. Marijuana THC and metabolites are detected in urine for a variable number of days after use and detection does not correlate accurately with impairment/intoxication. Use of marijuana during leave may lead to positive urine drug screen upon return to work and subsequent disciplinary actions, (placement on administrative leave, referral to PRN, termination, etc.)
3. Trainees must notify their supervisor when taking a prescribed or over-the counter drug that, based on drug profile, is likely to impair job performance during work hours. Clinical duties may be modified during this time period.
4. Drug testing is performed via standard employee or occupational testing procedures at participating hospitals using standard testing and evidence protocols in accordance with Florida law. If trainee is called for random testing, they will report to employee or occupational health as scheduled or as soon as possible.
5. Programs may refer trainees to PRN for suspected impairment (mental health, substance abuse, etc.) using a templated letter found in MedHub. This referral is not subject to appeal or grievance and residents who do not comply are subject to termination from the program. Faculty, staff, peers, family or other individuals who suspect that a trainee is suffering from a psychological or substance abuse problem should either discuss their concerns with the Program Director or Associate Director, DIO, Associate DIO, Assistant DIO/GME Director, Chairman, CMO or can make a referral directly to the Florida PRN. These concerns will be handled confidentially followed by a discreet investigation of concerns.
6. Suspected substance abuse: the trainee will usually be placed on administrative leave or suspended pending drug/alcohol testing and investigation, referred to the PRN, and other disciplinary actions may apply. It is the intent of the UCF/HCA that all appropriate rules that govern the practice of medicine be strictly enforced. Within HCA hospitals, a supervisor who has reasonable suspicion of policy violations (possession of controlled substances or alcohol) may require a trainee to submit to an inspection or search.
7. Once a referral to the PRN occurs, the trainee is required to undergo an independent evaluation by an approved provider coordinated by the PRN. 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.
8. Residents/fellows who voluntarily self-report substance abuse will generally need to take a leave of absence from the GME program, and resumption in the program is dependent on successful rehabilitation and meeting any requirements set by either UCF COM or HCA facility.
9. Incoming trainees who are currently under a monitoring plan for substance abuse will be referred to the PRN in conjunction with their Florida Board of Medicine Application.
10. For trainees under a PRN contract, as long as the practitioner satisfactorily participates in the PRN program, no regulatory action would normally be anticipated by the Board of Medicine.
11. Trainees are usually placed on a leave of absence during initial evaluation by PRN and related treatment. Resumption of participation in clinical activity and in the residency program is contingent upon continued successful participation in the PRN program and requirements. Continuation of the trainee in the program will be determined by consultation between the program director, the DIO/ADIO and the professionals at the PRN.
12. Information on the Professionals Resource Network (PRN) Impaired Practitioner's Program: <http://www.flprn.org> email: admin@flprn.org, Phone 1-800-888-8PRN (8776), Address: P.O. Box 16510, Fernandina Beach, Florida 32035-1020.

13. Each program will provide an educational program to their trainees regarding substance abuse.
14. Compliance is monitored by program and institutional review processes with oversight by the consortium GMEC.