

UCF/HCA Florida Healthcare GME Health Screening Policy

Purpose/Intent: physician learners rotating to hospitals and clinical sites need to have ongoing clearance for occupational health related screening requirements of the hospital and rotations sites including vaccines, drug testing and documentation.

Policy Summary: The occupational health department/division of one of the major participating sites for new physician learners will generally have responsibility for evaluating/testing each new physician learner. The health screening results will be kept in a confidential MedHub file by the UCF GME office.

Procedures:

1. As applicable, each GME training program will provide a listing of major participating sites and these sites will be contacted by the UCF GME Office for occupational health and drug-screening requirements.
2. The residency/fellowship program will work with the UCF GME office to create a form that includes all health related and drug screening measures required at all major participating clinical sites. Since participating sites may vary among each specialty, the lists may not be identical. Examples of common health screening requirements might include (not an all- inclusive listing):
 - a. General health screening
 - b. Tuberculosis testing
 - c. Coronavirus and Hepatitis vaccinations
 - d. Other immunization screening/services
 - e. Respiratory fit test (respective to each hospital)
 - f. Drug testing: Substances tested for at minimum pre-employment include amphetamines, barbiturates, benzodiazepines, opiates, marijuana, methadone, cocaine. Reasonable suspicion testing will also add alcohol, carisoprodol, fentanyl analogues, and meperidine.
3. The physician learners will be required to sign a consent form agreeing to the screening and drug testing, and sharing of results with the rotation sites and UCF GME administration. A list of drugs tested and common medications that may interfere (including brand or common name as well as chemical name) is provided.
4. The program and GME office will determine which hospital will be responsible for completing most/all of the health screening. Usually the site where physician learners spend the majority of time in PGY1 year will be requested to complete this screening. If this hospital does not offer all the health screening through occupational health, other participating sites and UCF health can be consulted to do the balance of the screening.
5. Tests for drug and immunity testing may be requested to be collected and completed by

commercial or hospital laboratories prior to orientation and the UCF GME office will work with hospitals to forward these test orders to new physician learners.

- a. Hospitals may do initial drug testing on site in accordance with Florida statutes section 440.102, properly documenting the testing and sending specimens for confirmatory testing as applicable. Physician learners may confidentially provide documentation of any prescription or nonprescription medication to a medical review officer. Any non-negative result due to prescribed substance is reported as negative and only confirmed results are considered positive. Results of testing are handled according to rotation site (HCA) policies and Florida statute 440.102. Positive results are given to the UCF GME office by hospital GME Director.
- b. The consortium is compliant with HCA policies with respect to a resident who has been offered employment. When newly appointed residents refuse testing or who test positive for any non-prescribed controlled substances or illegal substances, their offer of employment and appointment to a residency or fellowship will be rescinded as they do not meet eligibility criteria.
- c. According to the UCF/HCA GME Consortium Impaired Physicians and Substance use policy: "Physician learners may be tested for drugs/alcohol randomly or for reasonable suspicion (following accidents, injuries, other circumstances). Refusal for any reason to submit or consent to drug/alcohol screen requested by hospital personnel is prohibited."
6. The program director will use the health screening form plus other appointment requirements including primary source verification of licensures, certificates, etc. to complete the Physician Learner Qualifications and Credentials Verification Letter (TQCVL) for the VAMC and similar forms required by participating clinical sites.
7. The GME office will include any screening/testing costs not performed by participating hospitals through occupational health in overhead onboarding budgets for each program.