

3.C.3.

Impaired Physician

What To Do If You Are Concerned About One Of Your Residents Or If An Outside Agency Investigates A Resident Regarding Substance Abuse (residents = residents or fellows)

NOTE: A resident concerned about another resident should report this concern to the Program Director , who will follow the procedure described here.

If you have any concerns that a resident in your program has a substance abuse problem, you must have this investigated. The Connecticut State Medical Society (203- 865-0587) has been the organization that oversees the physician impairment program for Connecticut. Now, by statute, they have formed HAVEN (Health Assistance InterVention Education Network) which conducts substance abuse programs for all healthcare providers.

If you have a concern, you should call Christie Holmes at the Haven Program (203-787-9085) and inform her that you are a Program Director and you have a resident that needs a screening intervention by Dr. Douglas Gibson. She will put you in touch with Dr. Gibson, who promptly will set up a meeting with the resident.

If the DEA or other investigating organizations contact you or a resident, the above also applies.

What Happens: Dr. Gibson will determine if the resident needs to go to an inpatient detox program which would then be followed by outpatient counseling in the HAVEN program. The resident must follow the recommendations in order to be considered for further training and medical license.

If the resident has been identified by the DEA or other agency, HAVEN staff will work with them to do what they can to avoid arrest for the resident.

The length of time that the resident will need to be away from the program is not predictable. The HAVEN program will provide information when it is known and the resident may be able to provide some information once the outpatient portion begins.

Residents who are in a rehabilitation program are eligible for short-term disability –using sick and vacation time first and then pay and benefits will continue for up to 90 days (including sick and vacation time). After that, if they continue in a program, they are eligible for long-term disability pay.

If 90 days goes beyond the current contract year, the contract will be continued at the same PGY level for the purpose of benefits only. The resident will not be eligible for continued pay. These benefits will continue until there is a recommendation from the HAVEN program regarding the possibility of re-entry into training or 180 days – whichever is less.

Who Pays: The inpatient portion of care is covered under their Anthem Blue Cross Blue Shield Health Insurance. The balance is covered by the Capital Area Health Consortium.

Re-Entry into Training Program/Monitoring: The final decision about possible re-entry into a program rests with the residency program in consultation with and approval from the GME office. The resident needs to have medical clearance to work. (The HAVEN program will make a recommendation). Regardless of whether or not the program decides to have the resident re-join the program or be dismissed, the GME office will help the program decide how to proceed.

Drug Free Workplace and Alcohol Abuse Policy

NOTE: All residents/fellows are responsible for following the policy/procedure at each site they train in. All sites have policies that comply with State and Federal Laws.

This policy prohibits the unlawful possession, use or distribution of illicit drugs and alcohol on all premises related to the University of Connecticut health Center (UCHC) or as part of any of its activities. The Health Center Community and public expect that employees and students perform their duties safely and efficiently. The presence of drugs or alcohol or the effect of these substances on students and employees would be impediments to realizing this expectation.

POLICY

It is the firm intention of the University of Connecticut Health Center that employees and students shall not unlawfully distribute, dispense, sell, manufacture, possess, use or be under the influence of drugs or alcohol when they are on the job or engaged in academic activities or whenever they are subject to duty. As a condition of employment all employees must abide by this policy. Similarly, as a condition of enrollment all students must abide by this policy. All prospective employees and students will be made aware of these conditions. Any employee or student who violates this policy may be disciplined, up to and including termination or expulsion.

This policy applies to all employees and students of UCHC. for the purpose of this policy the words "an employee" shall include any individual included on any UCHC payroll, enrolled as a pre- or post-doctoral fellow or resident, or registered as a volunteer. "Student" shall include any individual enrolled in a program of study, regardless of the type of program or length of study.

An employee who has a drug or alcohol problem is urged to seek confidential assistance from the UCHC Employee Assistance Coordinator. A student who has a drug or alcohol problem is urged to seek confidential assistance from the Compassionate Help for Impaired Professional Students (CHIPS) Program. The University supports those who seek help voluntarily; on the other hand, it will be firm in disciplining substance abusers who refuse to seek help.

The University of Connecticut Health Center, in accordance with the Drug Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989:

- has established a drug free and alcohol abuse awareness program to inform employees and students about:
 - a) UCHC's policy of maintaining a workplace free of drugs and the abuse of alcohol;
 - b) the dangers of drug and alcohol abuse;
 - c) available drug and alcohol counseling, rehabilitation, and employee assistance programs; and
 - d) the penalties that may be imposed for drug or alcohol abuse violations.
- shall annually distribute to each employee and student a copy of the Drug Free Workplace and Alcohol Abuse Policy.
- shall notify each employee that as a condition of employment he/she must abide by the terms of this Drug Free Workplace and Alcohol Abuse Policy.
- shall notify each student that as a condition of enrollment he/she must abide by the terms of this Drug Free Workplace and Alcohol Abuse Policy.
- shall notify the federal granting or contracting agency when a grant or contract funded employee has been convicted of a criminal drug statute due to a violation in the workplace. The notification must be made within ten (10) days of receipt of notice of conviction and shall include the identification numbers of each of the affected grants, contracts or subcontracts and the title of the position held by the convicted employee on each.

- shall impose discipline on, or require the satisfactory participation in a substance abuse assistance or rehabilitation program by any employee or student found in violation of this policy. In those instances where UCHC is required to provide notice to a federal agency, discipline or prescribed rehabilitation shall be imposed within thirty (30) days of UCHC's receipt of the notice of conviction.

EMPLOYEE AND STUDENT RESPONSIBILITIES UNDER THIS POLICY:

- An employee or student must not illegally possess or use drugs during working hours or while subject to duty. The possession or use of prescription drugs without a prescription is considered illegal. Such drugs may not be used while on breaks, during meal periods, or at any time while on UCHC premises.
- An employee must not directly or indirectly illegally sell or provide drugs to others.
- An employee or student must not report to work whenever his/her ability to perform is impaired due to on or off duty alcohol or drug use.
- An employee or student must not be impaired due to on or off duty alcohol or drug use whenever subject to duty.
- Alcohol may not be used during working hours, breaks or meal periods. Alcohol can only be served on UCHC premises when in accordance with the UCHC Alcoholic Beverage Policy.
- Any employee convicted of a criminal drug statute violation which occurred in the workplace must notify the UCHC Office of Labor Relations of his/her conviction not later than five days after being convicted.
- Each employee shall abide by the terms of this policy as a condition of employment.
- Each student shall abide by the terms of this policy as condition of enrollment.
- Any student or employee who thinks that he/she may have a substance abuse problem is urged to voluntarily seek confidential assistance as outlined by this policy.

SUBSTANCE ABUSE ASSISTANCE RESOURCES AT UCHC

The UCHC provides any student or employee primary access to a physician to discuss any personal problems which may be affecting his/her work performance. This service includes questions or concerns related to substance abuse. If a recommendation for treatment results from these discussions, arrangements can be made for the employee to select a program from either John Dempsey Hospital or an outside provider. If you are in need of this service, an appointment can be arranged with the Employee Student Health Service by calling 679-2893 between the hours of 8:30 a.m. and 4:30 p.m. This service is completely confidential.

The Compassionate Help for Impaired Professional Students (CHIPS) Program provides education and early identification and compassionate assistance to an impaired student who is abusing drugs or alcohol. The services and resources of CHIPS are available to any student. A brochure on CHIPS is distributed to each incoming student. Referrals are made through a CHIPS Council member and are held in the strictest confidence. If you are in need of this service, an appointment can be arranged by calling Dr. Ronald M. Kadden, telephone number 679-4249 or Dr. Fred Rowland, telephone number 679-3956.

EFFECTS AND HEALTH RISKS OF DRUG AND ALCOHOL ABUSE

The effects of drug and alcohol abuse are pervasive in our society, at home, at school and in the workplace. It is conservatively estimated that 14 percent of the work force abuses drugs. Others have estimated that in the United States:

- 8 million individuals use cocaine.
- 22 million individuals use marijuana.
- in excess of 10 million individuals use prescription drugs without a valid prescription.
- in excess of 1 million workers traffic in drugs.
- 6 to 10 million people in the work force are alcoholics; the number of problem drinkers is much higher.

In Connecticut it has been estimated that four out of every five drug abusers are employed by the state's businesses and industry. Twelve percent of the new job applicants test positive in pre-employment testing. The deleterious effects of this abuse include illness, injury, and death, declining academic performance, high costs of replacing and training workers, increased workers' compensation and health insurance premiums and claims, and cost of lower productivity resulting from lower-quality workmanship, decreased output, employee theft and absenteeism. It has been demonstrated that abusers of drugs and alcohol have three to four times as many accidents on the job and four to six times as many accidents off the job as those who do not abuse drugs and alcohol. Abusers have an absentee rate two and one half times the rate of non-abusers. The claimed medical costs and benefits of drug and alcohol abusers is three times higher than for the non-abuser. Before the use of drugs or alcohol threaten basic bodily functions, judgment is impaired placing the user at risk for committing acts that he/she would normally never do.

For example drug and alcohol abuse is implicated in:

- 60% of child and spousal abuse cases;
- 41% of assaults;
- 64% of homicides; and
- 75% of all rapes.

The use of drugs has profound effects on the body. Increasing levels and frequency of drug use are attributable to a general deterioration of health. The following are just some of the serious possible medical consequences of alcohol and commonly abused drugs:

Cocaine	Powerfully addictive drug, can trigger paranoia, may cause nasal congestion, damage to the nasal septum, physiological seizures, coma, respiratory and/or cardiac arrest, and death.
Amphetamines	May cause confusion, depression, anxiety, and/or paranoia, muscle tension, nausea, blurred vision and faintness, increased heart rate and blood pressure.
Heroin	Highly addictive narcotic that may lead to skin abscesses, inflammation of the veins and/or serum hepatitis and death. Use of heroin may depress the body's ability to withstand infection; utilization of unsterile shared needles greatly increases the risk of exposure to HIV, the cause of AIDS. Up to 33% of intravenous drug users. Heroin use during pregnancy can result in stillbirths and sudden infant death.
Marijuana	Accelerates the heartbeat, may increase blood pressure, and can impair memory, perception, judgment and fine motor skills. It impairs driving skills and increases the risk of serious accidents while operating machinery. It may have serious effects on unborn children, and may interfere with the body's ability to fight various infections and diseases.
Alcohol	The chances of a vehicle accident are seven times greater when a person's blood alcohol content is .10% (the "intoxication" level in Connecticut). Excessive ingestion can lead to unconsciousness, depressed breathing and heartbeat—even death. Long-term alcohol abuse can result in kidney and liver damage, as well. The consumption of alcohol during pregnancy is a leading cause of birth defects and can lead to Fetal Alcohol Syndrome in newborn babies.

DRUG AND ALCOHOL ABUSE SANCTIONS

The following are prohibited by the Connecticut General Statutes:

- The unlawful manufacture, possession, use, sale or distribution of any narcotic, controlled drug or controlled substances.
- The procuring of any prescription drug through fraudulent means or the diversion of any such drug from its intended purpose.
- The sale, delivery or distribution of any alcoholic beverage to a person under 21 years of age or the procuring or possession of alcoholic beverages by such person.
- Intoxication by any controlled drug or substance obtained by fraudulent means.
- The operation of any motor vehicle while under the influence of liquor or drugs or while impaired by liquor.

A violation of any of these statutes may lead to arrest. On conviction, penalties ranging from fines to imprisonment may be imposed. In addition to these criminal sanctions, a student may face disciplinary action including possible dismissal, while an employee's employment may be terminated. A mandatory treatment program may be prescribed.

Approved by GMED 6/3/08