



Stony Brook Medicine Graduate Medical Education

Subject: GME0005 Counseling and Support Services for Physician Impairment/Substance/Other Use	Published Date: 09/19/2024
Graduate Medical Education	Next Review Date: 09/19/2027
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Responsible Department/Division/Committee:

Graduate Medical Education Committee

Policy:

To establish an institutional policy regarding Counseling and Support Services to assist program directors and residents on finding resources for counseling and dealing with physician impairment, substance and other abuse.

Physician Impairment

Program directors and faculty are responsible for monitoring resident stress, including mental or emotional conditions inhibiting performance or learning and drug or alcohol-related dysfunction.

Program directors and faculty should be sensitive to the need for timely provision of confidential counseling and psychological support services to residents.

Program directors and faculty should be aware of services available at Stony Brook and offer these services to residents when appropriate.

Substance Use

In compliance with the Federal Drug-Free Workplace Act of 1988, the following policy must be adhered to as a condition of employment.

The unlawful use, possession, manufacture, dispensation or distribution of a controlled substance in all Stony Brook University Hospital work locations is prohibited. The term "controlled substance" means a controlled substance in Schedules I through V of the Section 202 of the Controlled Substances Act (21 USC 312).

Employees who unlawfully manufacture, distribute, dispense, possess or use a controlled substance will be subject to disciplinary procedures consistent with applicable laws, rules, regulations, and collective bargaining agreements. Penalties sought may include termination. Any illegal activity involving drugs or alcohol is considered MISCONDUCT and may be reportable to the Office of Professional Medical Conduct or any other regulatory agency as applicable. Employees must notify their program director of any criminal drug statute conviction occurring in the workplace or at a worksite no later than five (5) days after such conviction.

Stony Brook Medicine may do pre-employment drug screening for all incoming residents and fellows, and may do periodic drug screening for current residents and fellows, consistent with the trainees' employer policy.

Counseling Services

The Stony Brook University Employee Assistance Program (EAP) assists faculty, staff, family members and retirees with personal, family and job-related issues. It is a voluntary and confidential service established in 1985 and staffed by mental health professionals. The EAP's focus is on the health and well-being of our employees so that they can lead productive lives both at work and at home. The EAP offers educational workshops on health and wellness topics, provides a lending library for employees and conducts supervisory training. Additional information can be obtained on the website at www.stonybrook.edu/eap. They can be reached at 632-6085 or by e-mail at EAP@notes.cc.sunysb.edu for an appointment or further information.

Further information can be found in:

1. The Stony Brook University Hospital Faculty and Professional Employee Handbook offer information about the University Counseling Center as well as the Employees Assistance Program. This support and referral service is set up for employees and families facing health, emotional, alcohol, drug abuse, financial strain or legal problems. It is free and strictly confidential. The University has also established an Alcohol and Drug Abuse Advisory Panel composed of faculty, professional employees, and students to promote the ongoing education of the University community with regard to alcohol and drugs. For additional information call 632-6085.
2. Stony Brook University Hospital offers chaplaincy services with a multi-denominational staff that gives support to the human and emotional needs of the faculty, house staff and patients. Call 444-8157.
3. The Committee for Physicians Health (CPH) is a division of the Medical Society of the State of New York and not part of any government agency. CPH is authorized by Section 230-11 of the Public Health law to confidentially contact and refer to treatment, physicians who are troubled with behavioral health concerns including substance abuse and other psychiatric disorders. CPH activities are confidential, its records are not discoverable and the law provides immunity for those who make referrals. Physicians are encouraged to contact CPH to obtain confidential assistance for themselves and their colleagues. CPH will coordinate appropriate treatment and notify the respective program director when the practitioner is medically cleared for duty and appropriate monitoring is in place.

Other Institutional Resources:

1. A GME wellness committee exists to strengthen and support wellness programming throughout the institution for all residents and fellows. This committee is comprised of residents, faculty, program directors, and program coordinators, and is focused on interventions and programs which enhance well-being among residents and fellows. It communicates with institutional wellness groups to promote identification and prevention of burnout, depression, and support of wellness efforts across the institution.

2. Each program must have a wellness policy. Each program must engage in education regarding ways to identify and reduce burnout and depression among its trainees, and promote well-being throughout the program.

3. The institution will make available to every resident and fellow self-screening for burnout and depression. Currently the institution utilizes the Mayo Well-Being Index for this. The link may be found on the Stony Brook GME webpage:
<https://renaissance.stonybrookmedicine.edu/gme/wellness>

4. Stony Brook Medicine engages the services of Psychiatry faculty to provide counseling and psychiatric services to any resident or fellow, free of charge. These encounters are recorded on a separate medical record to ensure confidentiality. Details of how to reach the psychiatry faculty may be obtained from the GME office, or may be found on the Stony Brook Medicine GME webpage:
<https://renaissance.stonybrookmedicine.edu/gme/wellness>

Definitions:

None

Procedures:

None

Forms: (Ctrl-Click form name to view)

None

Policy Cross Reference: (Ctrl-Click policy name to view)

None

Relevant Standards/Codes/Rules/Regulations/Statutes:

None

References and Resources:

None