	POLICY # 24818
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NCH Healthcare System	OF: 3
TITLE: Impaired Physician	EFFECTIVE: October 27, 2022
DEPARTMENT: Graduate Medical Education (GME)	OWNER: Admin Director Medical Education

Intent


The sponsoring institution and each program is responsible for monitoring residents and fellows for signs of psychological and substance abuse problems and for initiating appropriate interventions.

Policy Statement

Naples Community Hospital, Inc. (NCH) 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. NCH supports the Florida Impaired Practitioners Program. NCH strictly prohibits unlawful manufacture, distribution, dispensation, possession, use, sale, disposal, introduction, or transfer of drugs, narcotics, or other substances regulated by law into or on NCH property, or while representing NCH. Employees are prohibited from reporting to work under the influence of alcohol or unauthorized drugs (including marijuana permitted for medical use under state medical marijuana laws). Reporting to or being at work under the effects of a controlled substance such that job performance is affected will result in corrective action up to and including dismissal who believe they need assistance with an alcohol and/or drug use problem are expected to seek timely professional care and treatment.


Description

1. Residents arrested or charged for conduct which involves drugs or alcohol must report the incident to the Supervisor. The Supervisor will contact Human Resources to initiate the Florida Professional's Resource Network (PRN) process.
2. Faculty, staff, peers, family or other individuals who suspect that a resident is suffering from a psychological or substance abuse problem are obligated to report such problems. Individuals suspecting such impairment can either report directly to the Florida Professional's Resource Network (PRN) or can discuss their concerns with the Program Director, Designated Institutional Official, or the Human Resources Department.
 - a. It is the intent of the sponsoring institution that all appropriate rules that govern the practice of medicine be strictly enforced.
 - b. 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.
 - c. As long as the practitioner satisfactorily participates in the PRN program no regulatory action

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would normally be anticipated by the Board of Medicine.

- d. Resumption of clinical activity and residency program will be contingent upon the continued successful participation in the PRN and continuation of the resident in the program will be determined in consultation between the program director and the professionals at the PRN.
 - e. Information on the Florida Professional Resource Network (PRN) and its program can be obtained by calling 1-800- 888-SPRN or by writing to the PRN at P.O. Box 1020, Fernandina Beach, Florida 32035.
2. Each program will provide an educational program to their residents regarding substance abuse.
 3. Compliance with the above will be monitored in the internal review process.

DocuSigned by:

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Hermes Koop, MD
Chairman, GMEC
Designated Institutional Officer

10/27/2022


Date

DocuSigned by:

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Suann Middleton, MHA
Admin. Director of Medical Education

10/27/2022

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**Impaired Practitioner's Program Of Florida
The Professional's Resource Network (PRN)**

**P.O. Box 1020
Fernandina Beach, FL 32035-1020
1-800-888-BPRN (8776)
1-904-277-8004**

Physicians (Allopathic or Osteopathic) with a past or current history of drug or alcohol addiction must contact the PRN as soon as possible on or before arriving at your training program in Naples, FL. This is a confidential and professional organization that will help you stay clean and sober while maintaining your ability to practice medicine in our State.

The purpose of the PRN Program is to ensure the public health and safety by assisting the ill practitioners who may suffer from one or more of the following:

- Chemical dependency
- Psychiatric illness
- Psychosexual illness, including boundary violations
- Neurological/cognitive impairment
- Physical illness
- HIV infections/AIDS
- Behavioral disorders

By supporting ill practitioners in regaining their health, PRN attempts to maintain the integrity of the healthcare team in its role in serving the public.

You are treated with respect, confidentiality, and without discrimination. Recommendations by the PRN for any type of follow-up, counseling, testing, assessment, etc. is the privacy of you and the PRN in their Advocacy/Monitoring Contract.

For further confidential information, resources, intervention, referral, or treatment, feel free to contact the number above.