

Medical Staff Policy – PHC Urban Hospitals Wellness/Impairment – Credentialed Staff

Revised: SHMC 6/09, 3/11, 1/12, 7/2014

HFH 3/12

Joint update 9/2017

New Policy 4/07

POLICY:

The Medical Staffs and Administration of Providence Health Care (PHC) recognize the need to provide avenues to identify and manage health concerns separate from the disciplinary functions outlined in the Medical Staff Bylaws. This policy encompasses physical, psychiatric or emotional illnesses, as well as concerns regarding drug, alcohol, and substance abuse.

The following resources are offered to credentialed physicians and midlevel providers:

Early Assistance Program (EAP)

PHC has contracted with *The Wellspring Family Services Early Assistance Program* to provide confidential early assistance to ~~active~~ credentialed providers and their families for issues such as:

- Professional and personal stress/distress/burnout
- Work/Life balance
- Emotional issues
- Parenting issues
- Marital conflict
- Office staff dynamics

Medical leadership will provide information regarding this program, as well as local physician support services, to practitioners who have experienced an adverse patient outcome or other extraordinary circumstances.

Medical Staff Services will periodically provide information regarding the program (including recognition of illness and impairment) to physician ~~offices~~ emails and to their homes. Information and confidential contact phone numbers will be available in Medical Staff Services and regularly included in orientation materials and Medical Staff newsletters.

Payment for the Wellspring early assistance program is apportioned among the participating PHC hospitals. Half of the yearly fee for the service is paid through each hospital's Medical Staff Services account, and half through the medical staff treasury account.

Providence Sponsored Wellness Resources

- All Providence-employed individuals additionally have access to a confidential independent EAP (APS) through their employment.
- Educational opportunities and communications related to wellness are sponsored by Providence Health & Services, and by Providence Health Care. These are also offered to credentialed staff not employed by a Providence entity.
- Periodic communications regarding wellness will be included in Providence communications; this will include access to resources.
- Provider orientation will include resources available to all credentialed staff.
- Providence staff seeks opportunities to sponsor education in the community regarding provider wellness as part of its community benefit program.

Washington Physicians Health Program (WPHP - MD's, DO's, PA's, dentists and podiatrists)

The State of Washington has established an impaired practitioner program, the WPHP, which may be contacted at 206-583-0127 (Toll free anonymous line: 1-800-552-7236) to provide the following services:

- Receive and assess reports of suspected impairment
- Intervene in cases of verified impairment, or in cases where there is reasonable cause to suspect impairment
- Refer suspected or verified impaired physicians for evaluation or treatment
- Monitor the treatment and rehabilitation of impaired physicians including those ordered by the Medical Quality Assurance Commission
- Provide monitoring and continuing treatment and rehabilitative support of physicians
- Preventive and educational services

Practitioners may self-refer in addition to being referred by the organization. While participating in the WPHP program, practitioners may continue to practice without being exposed to disciplinary action by the Medical Staff or State Medical Board as long as they do not become disruptive or threaten to compromise patient care.

The WPHP will notify hospitals quarterly that practitioners on their staff maintain good status within the program; other than this notification, the process is confidential, unless it is deemed that the practitioner may not safely practice. This WPHP communication comes to the Director, Medical Staff Office. S/he will report to the Chief Medical Executive, Division Chief, and/or appropriate Medical Staff leadership if non-compliance with the program is determined.

Washington Health Professional Services (WHPS - ARNP, CRNA, RN)

A similar program is available – contact 360-236-2880, option #1.

Washington Recovery Assistance Program for Pharmacy (WRAPP)

A similar program is available – contact 1-800-446-7220

Other Credentialed Healthcare Professions

All other credentialed healthcare professions may contact the Washington Recovery and Monitoring Program at 360-236-2880, Option #2.

Suspected Impairment

Reports regarding suspected impairment which come to Administration or Medical Staff Leadership will be expeditiously reviewed by MEC leadership; the President will expeditiously call a meeting of the following who are available: Division Chief, President-Elect, Department Chair, Past President, Credentials Chair, and Service Line Representative, if applicable. Other members of the MEC may be called to participate in the discussion, as needed. A determination will be made whether the complaint is credible and if reporting/referral to the Washington Physicians Health Program or other appropriate State Department of Health oversight agency is necessary.

Also see hospital's Chain of Command policies if there is an imminent patient care concern. The on-call administrator, at the recommendation of a MEC member, may require immediate testing for suspected substances, following the hospital's policy for employed staff. Alternatively, the on-call administrator may directly assist and witness the provider's referral to the appropriate State resource listed above. If question of impairment, the on-call administrator or administrative supervisor will assist in providing resources to assist the provider safely home.

As outlined in the Chain of Command policies, any member of the MEC, the Board, the Chief Medical Executive, or Hospital Administrative Leader or designee may suspend a medical staff or allied health professional staff member's clinical privileges on a precautionary basis if there is deemed to be a potential immediate threat to the wellbeing of a patient.

Duty to Report

See RCW 18.130.080 and WAC 246-16 which outline the requirements for licensed health care professionals and for health care institutions to report if a license holder may be unable to practice medicine with reasonable skill and safety as a result of a mental or physical condition. The requirement for reporting may be satisfied by reporting to the WPHP or other above State agency if there has been no patient harm.

Confidentiality

Privacy and confidentiality will be maintained except as limited by applicable law, ethical obligation, or when the health and safety of any individual is threatened; documentation of meetings and interventions shall be held confidentially in the Medical Staff Office.

Monitoring

Monitoring by one of the above State agencies may be required, or the medical staff may institute monitoring/required reporting until rehabilitation is completed, and periodically thereafter if needed. The Medical Staff Office confidentially maintains monitoring records.

Additional References

See also PSHMC Code of Conduct

Chain of Command – Patient Care

TJC Medical Staff Standard 11.01.01 LIP Health

Originating Department: Medical Staff Services

SEARCH WORDS: WELLNESS, IMPAIRMENT, HEALTH, WELLSPRING