


Name of Policy: <u>Acutely Impaired Medical Staff Member</u> Policy Number: 3364-87-21 Approving Officer: Chief of Staff Medical Director Responsible Agent: Medical Director Scope: All University of Toledo Campuses	 Effective date: 12/10/03
<input type="checkbox"/> New policy proposal	<input type="checkbox"/> Minor/technical revision of existing policy
<input type="checkbox"/> Major revision of existing policy	<input type="checkbox"/> Reaffirmation of existing policy

(A) Policy statement

It is the policy of the University of Toledo Medical Center and its medical staff that the following intervention procedure will be used when a member of the medical staff is alleged to be acutely impaired. "Acutely Impaired" is defined as demonstrating strong indication of impairment through speech, movement, and/or judgment. Acute impairment may be derived from substance abuse/dependence, physiological, emotional, or psychological difficulty and may be evidenced by a variety of behaviors or other observations not limited to a single event or episode.

(B) Purpose of policy

To both protect patients and provide colleagues in significant distress a chance for recovery.

(C) Procedure

When medical staff or hospital personnel, a patient or patient's family, or other concerned observer, perceive that a medical staff member appears acutely impaired, immediate notification of the Medical Director on call must occur.

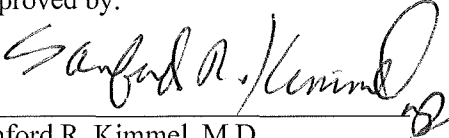
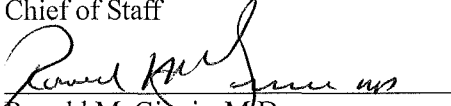
The Medical Director on call will evaluate the situation to determine if intervention may be warranted, and if so will contact a medical staff officer who will be requested to come to the hospital immediately. The appropriate order of contact is Chief of Staff, Vice Chief of Staff, and Secretary/Treasurer. The medical staff officer will further review and authorize the use of this policy and at any time may discontinue the process at his/her discretion.

The member in question will be informed of this procedure by the Medical Director, the medical staff officer or their designee and informed that this is a medical staff policy. The member will be requested to report immediately to the Emergency Department (ED) for an appropriate medical work up by the ED attending physician. The work up may include a urine drug screen and blood alcohol level, following the chain of custody procedure used when testing a hospital employee. The ED charge nurse and attending physician will be contacted in advance of the

member's arrival in the ED in order to secure the most medically-appropriate and confidential place available for the exam. The member will be registered under an alias with a mock chief complaint. The charge nurse will be the only nurse involved in the care of the member.

Upon arrival, the officer will meet with the member in question in the ED and review the ED evaluation as soon as it is available. If the urine drug screen and/or blood alcohol level are positive and clinically correlated, or if it is negative and the officer determines that the member is psychiatrically and/or physically impaired, Summary Suspension will result. All information will be provided immediately to the Impaired Physician Advisory Group who shall function as the ad hoc committee described in the Impaired Physician Advisory Group policy, including referrals to appropriate resources to assist the medical staff member as needed.

If the member refuses to participate in this process or the course of action determined by the medical staff officer, Summary Suspension (per the Medical Staff Bylaws) will result and the Impaired Physician Advisory Group will function as the ad hoc committee as described in the Impaired Physician Advisory Group policy.

<p>Approved by:</p> <p></p> <p>Sanford R. Kimmel, M.D. Chief of Staff</p> <p></p> <p>Ronald McGinnis, M.D. Medical Director</p> <p><u>7-27-09</u></p> <p>Date</p> <p>Review/Revision Completed by: Medical Executive Committee</p>	<p>Policies Superseded by This Policy:</p> <ul style="list-style-type: none"> • <i>MS-CC-005 Acutely Impaired Medical Staff Member</i> <p>Review/Revision Date: 12/10/03 08/09/06 07/21/09</p> <p>Next review date: 07/21/12</p>
--	--