

Harlem Hospital Center
Department of Pediatrics
Policies & Procedures

The Impaired Resident

Per House Staff Affairs protocol:

- (1) The immediate supervisor is responsible for reporting the resident to the Program Director, Chief of Service or Administrator on Duty (AOD).
- (2) The Program Director/Chief of Service/AOD will determine whether or not the resident should undergo a medical evaluation for fitness for duty. If it is determined that such an evaluation is warranted, then:
 - a. The resident's union representative must be contacted
 - b. The Program Director/Chief of Service/AOD must complete a Request for Medical Evaluation detailing all facts and circumstances which prompted the evaluation request
 - c. If the resident refuses to comply, s/he must be informed that refusal to obey a direct order is insubordination and grounds for disciplinary action. If the resident continues to refuse, s/he is relieved from duty by a Labor Relations Officer and/or AOD and charged with insubordination for the remainder of their tour.
- (3) The resident is then escorted to Occupational Health Services (OHS) or, if closed, the Emergency Department for evaluation and testing

The Program Director/Chief of Service/AOD shall remain with the resident to witness any test(s) that are being administered that require such witnessing. The results of toxicology are then forwarded to OHS who will then communicate with Labor Relations the results of the test. The Office of Labor Relations will then communicate with the Program Director/Chief of Service/AOD the most appropriate course of action.