

UCSF Internal Medicine Residency Program Policy on Well-Being and Physician Impairment

The Department of Medicine at UCSF is committed to making every effort to support the physical and emotional well-being of its trainees. The following policy describes the infrastructure that is in place to provide early identification of and intervention in cases of physician impairment.

1. As members of the Committee on Housestaff Evaluation and Feedback (CHEF), program directors, other key faculty, and chief residents meet quarterly to review the progress of residents in the program. When concerns about well-being or physician impairment are raised, the resident's program director meets with the resident and, when necessary, gathers additional information to better assess the situation. When this process substantiates the initial concerns, the program director takes appropriate action that may include:
 1. Referring the resident to the Faculty & Staff Assistance Program (FSAP), or other pertinent health resources.
 2. Requiring the resident to seek a confidential assessment by a mental health professional.
 3. Notifying the physician well-being committee of the UCSF Medical Staff.
 4. Notifying the Physicians' Confidential Assistance Line of the California Medical Association.
 5. Providing ongoing support and monitoring of the resident.
2. The CHEF, through the program director, then monitors the resident's progress, ensuring that the resident receives appropriate support and is able to safely perform his patient care duties.
3. In addition, any resident who is concerned about their own psychological well-being, or any resident, faculty member or student who has concerns about a colleague, may contact the resident's program director or Drs. Cornett and Jain, Chairs of the CHEF. Physicians are also encouraged to use any of the resources outlined below:

Sources of Support

Faculty & Staff Assistance Program (FSAP)

This group is available to any member of the campus community for confidential consultation. An appointment can be made directly (476-8279), or by referral through one's primary physician or a member of the Physician Well-Being Committee. The group's members are:

1. Andrew Parker, PhD, Coordinator
2. Yvette Guerrero, PhD

Outside the University

Psychologists, psychiatrists, and chemical dependency recovery specialists are available for consultation outside the University, again in strict confidence. Referral can be made through the Faculty Staff and Student Assistance Program, through a member of the Physician Well-Being Committee, through one's primary physician, or by oneself. Alternately, the Physicians' Confidential Assistance Line of the California Medical Association can be reached at (650) 756-7787.

Hospital Committees

The Medical Staff of each hospital has a Physician Well-Being Committee dedicated to recognizing and offering assistance to staff and physicians who have problems with substance abuse or physical and mental

illness which impair their ability to practice safely and effectively. Each committee handles cases involving physicians of all departments in that hospital. The names of these committees and the corresponding contact persons are:

3. Moffitt-Long Physician Well-Being Committee; Roy L. Gordon, MD (353-1300)
4. SFGH Medical Staff Assistance Committee; Mark Leary, MD (206-5216)
5. Mt. Zion Physicians Aid Committee; Jeff Katz, MD (885-7263)
6. VAMC Employee Health; John Dekutoski, MD (750-2122, or VAMC ext 2735)