

PROVIDER WELLNESS AND BEHAVIOR POLICY

I. Definitions

Impairment has been defined by the AMA as "any physical, mental or behavioral disorder that interferes with the ability to engage safely in professional activities." Impairment may result from substance use disorders, mental health issues, or physical health problems".

Disruptive behavior has been defined by the AMA as "a style of interaction...that interferes with patient care...[and] that tends to cause distress among other staff and affect overall morale within the work environment, undermining productivity and possibly leading to high staff turnover or even resulting in ineffective or substandard care".

The Provider Wellness and Behavior Committee is the medical staff's committee that will proactively work to improve the collaborative culture of the medical staff, as well as validate, address, and monitor treatment for impairment and for disruptive behavior.

II. Composition of the Provider Wellness and Behavior Committee

The provider wellness and behavior committee shall consist of at least three (3) members of the Active medical staff. Preference for committee membership will be given to any psychiatrists or recovered impaired practitioners willing to serve.

Committee members will be appointed to two (2) year staggered terms by the President of the Medical Staff with MEC approval and may serve an unlimited number of terms. The Chair shall be appointed by the President of the medical staff. The committee shall meet at least four (4) times per year and, as needed, on an ad hoc basis. The quorum for any meeting shall be fifty percent (50%),

III. Responsibilities of the Committee

- a. Impairment
 - i. Educate
 1. Educate Medical Staff and hospital staff about impairment and impairment recognition issues specific to practitioners
 2. Educate Medical Staff on methods to decrease the incidence of impairment
 3. Proactively address physician wellness (prevent burnout) and actively work to improve the collaborative culture of the medical staff
 - ii. Address allegations of impairment
 1. Determine if the allegation has merit
 2. Determine diagnosis, utilizing external expertise if needed
 3. Recommend treatment including rehabilitation, counseling and Leave of Absence
 - a. If a Leave of Absence is refused, refer the case to the MEC and CEO for further action
 4. Monitor through receipt of reports from the treatment provider

5. Reinstatement pathway
6. Corrective action if the situation warrants
- iii. Address practitioners who self-refer
 1. This is accomplished using items 2-6 above.

b. Disruptive Behavior

i. Education

1. Educate Medical Staff on disruptive behavior

ii. Address allegations of disruptive behavior

1. Determine if the allegation has merit by utilizing the “Validation of Rule Behavior Incidents” policy adopted by the MEC
2. For first validated incident – practitioner meets with any two of the following individuals, or their designees (Department Chair, President of the Medical Staff, President-Elect of the Medical Staff, CMO or a member of the Wellness and Disruptive Behavior Committee).
3. For second validated incident – practitioner meets with one member of the Wellness and Disruptive Behavior Committee and one of the following leaders, or their designees (Department Chair, President of the Medical Staff, President-Elect of the Medical Staff or the CMO)
4. For third validated incident – practitioner meets with the MEC
5. For fourth validated incident – proceed with corrective action
6. Any egregious validated incident may result in corrective action

IV. Confidentiality

Issues of impairment or disruptive behavior should be dealt with in a confidential manner. Any breaches of confidentiality will be dealt with through the medical staff corrective action process.

Reference:

Attachments to MSQC Policy:

Attachment B: Medical Staff Competency Expectations

Attachment C: Confidentiality

Attachment E; Rule Validation (behavioral)

APPROVAL DATES

11/08/16	AMC MEC
01/25/17	AMC Board
11/09/16	MVH MEC
01/19/17	MVH Board
11/14/16	UVMC MEC
02/08/17	UVMC Board
12/14/16	Good Sam MEC
03/08/17	Good Sam Board