

MAINE MEDICAL CENTER EDUCATIONAL POLICY

COUNSELING SERVICES AND SUBSTANCE ABUSE

The physical and psychosocial demands placed on residents/fellows are unique. From time to time, a resident/fellow may be encouraged by their Program Director to seek short-term counseling/psychotherapy services voluntarily or as part of a corrective disciplinary action. In either situation, the institution recognizes the financial burden on residents utilizing these services, the need to pursue typical coverage mechanisms, and the need to consider providing such support when possible.

Psychosocial and substance abuse issues should be brought to the attention of the Program Director or Vice President for the Department of Medical Education (DME). Faculty and staff should identify such issues as soon as possible. Program Directors may also raise concerns at the semi-annual evaluation sessions with individual residents/fellows. Residents/Fellows also have the option of confidential self-referral to those services below.

The institution will make available and support the following services:

- 1) Psychiatric consultation and treatment as well as the services of a psychologist for any resident/fellow in need of these services. The Program Director and the Vice President for DME will make certain that the resident/fellow has the time to follow up in counseling and treatment and that the resident/fellow is supported adequately in terms of continued function as a resident/fellow.
- 2) appropriate sick and leave time for the resident/fellow who requires time off.
- 3) an Employee Assistance Program which provides confidential counseling, support and referral for all employees, including residents/fellows.
- 4) association with the State Impaired Physician Committee, which is used for consultation and assistance in dealing with physicians who are troubled with substance abuse.

Concerns regarding a possible learning disability in a resident/fellow should be brought to the attention of the Director or Vice President for DME. If approved by DME, the institution will provide an appropriate resource and financially support the testing. Resident/Fellow may also seek services outside of DME approval at their own cost.

Adopted by the GME Committee
August 19, 1992

Revised by GME Committee, 5/19/97, 12/9/02, 11/29/07.
H:\POLICY\Counseling.doc