



**SYSTEM-WIDE MEDICAL EDUCATION POLICY** **No. 207**

**Subject:** **Health Evaluations, Fitness for Duty Evaluations, Physician Impairment & Counseling Services**

**Scope:** **Interns, Residents & Fellows (House Officers)**

**Supersedes:** All previous policies and procedures regarding this subject and scope

**Effective:** 4/2/10

**Requirements of:** Accreditation Council for Graduate Medical Education (ACGME)  
American Osteopathic Association (AOA)  
Council on Podiatric Medical Education (CPME)

**Approved:** Medical Education Shared Governance Team **Date:** 1/16/15

**Purpose**

The purpose of this policy is to establish guidelines for health evaluations, including fitness for duty (i.e., physical, emotional or cognitive disability) and physician impairment (i.e., substance abuse, chemical dependency, mental illness, or use of drugs or alcohol that does not constitute substance abuse or chemical dependency) evaluations, for all House Officers, to ensure that the health and safety of Henry Ford Health System (HFHS) employees, patients and others is protected and to comply with Joint Commission, DNV and MIOSHA regulations.

**Policy**

Medical Education programs adhere to HFHS Policy No. 4.10 Employee Health Evaluations and Fitness for Duty Examinations, located in the [System Human Resource Policies Manual](#).

Procedures specified in Policy 4.10 apply to all House Officers, with the following modifications:

<b>Human Resources Policy:</b>	<b>Medical Education Policy:</b>
Supervisor:	Program Director <sup>1</sup>
Human Resources Service Center:	Medical Education Office
Human Resources Officer:	Administrative Director of Medical Education
Policy 5.17 Corrective Action:	Medical Education Policy 213 Performance Improvement
Employee Assistance Program:	Physician Wellness Program

A House Officer, upon noticing another House Officer or employee whose behaviors and/or work performance bring into question their ability to perform the essential functions of their current position, with or without a reasonable accommodation, and/or demonstrate a potential safety risk is responsible for contacting their Program Director or designee to further evaluate the situation.

<sup>1</sup> Director of Medical Education in osteopathic programs.