Conclusion of Impaired Physicians Policy

If return to work is NOT possible or NOT successful:

1. PD advises Employer/legal and DOI of termination/non-reappointment/resignation OR
2. PIT requests resignation and waives appeal.
3. PD determines how much credit to be given for the time in the program and competency levels and communications to PIT
4. If terminated or non-renewal, PD must provide PIT with GME Consortium Policy on Academic and Disciplinary Decisions to allow PIT to consider an appeal of the decision

**Acronyms**

PIT – Physician in Training
SA – Substance Abuse
PD – Program Director
DIO – Designated Institutional Official
MPHP – Missouri Physicians Health Program
MHW – Mental Health Worker
EAP – Employee Assistance Program
LOA – Leave of Absence
AA – Advocacy Agreement
FFD – Fitness for Duty
CCC – Clinical Competency Committee
TX – Treatment
OSAP – Other Substance Abuse Program

**Point of Entry**

**Initial Disposition**

**Substance Abuse**

**Mental Illness**

**Release of Information/Advocacy Agreement**

**Final Decision Related to Training**