## Purpose
To address physician impairment.

### Policy
The Graduate Medical Education Committee has adopted these two UAMS policies to address physician impairment:

1. UAMS Medical Center Policy, MS.1.02, Suspected Impairment of Medical Staff Members

All residents and fellows will be subject to site specific policies when rotating at a participating site.

### Procedure
All residents must complete the confidential Practitioner Health Questionnaire and return it to the Associate Dean for Graduate Medical Education (GME) for review. This questionnaire will be updated yearly at the time of renewal of the resident’s agreement of appointment. Questionnaires with concerns will be reviewed by the UAMS Medical Staff Health Committee and may be reviewed by the respective Program Director and Departmental Chairperson. Questionnaires from residents in Pediatrics and its subspecialties will be forwarded to the Arkansas Children’s Hospital (ACH) Medical Staff Health Committee and may be reviewed by the Program Director for Pediatrics.

Repeated evaluations documenting substandard academic performance or other grounds for consideration of academic probation or remedial work, existing in conjunction with one or more signs(s) or symptom(s) of impairment may be considered in determining whether or not the resident obtains a medical and/or psychiatric evaluation. Members of the UAMS and ACH Medical Staff Health committees and staff members of the UAMS Resident Wellness Program are available to assist in confirming or validating suspected abuse, dependency and/or impairment.

### Resources
Information about physician impairment and the services of the [UAMS Resident Wellness Program](https://www.uams.edu/healthcare-programs/resident-wellness-program) is provided at Housestaff Orientation/Registration and can be found on the [UAMS GME website](https://www.uams.edu/graduate-medical-education).