

CAROLINAS MEDICAL CENTER – NORTHEAST
GRADUATE MEDICAL EDUCATION


POLICY REGARDING COUNSELING AND/OR PSYCHOLOGICAL SUPPORT OF
RESIDENTS DURING THEIR GRADUATE TRAINING

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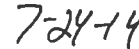
Graduate Medical Education programs are stressful to residents who have long duty hours and progressively more rigorous responsibilities. Because of this, Residents need access to confidential counseling, medical and psychological support services.

The process by which this will be accomplished is as follows:

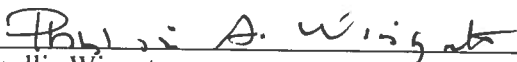
1. The initiative may come from the resident, the Residency Program Director, another faculty member, the resident's colleagues or anyone else. Further steps require implementation of the policy by the Designated Institutional Official or his/her designee.
2. The Designated Institutional Official (or his/her designee) may offer a screening session with Employee Assistance or another trained counselor.
3. If counseling or some other form of therapy is warranted, the resident will be responsible for calling the current plan administrator to open the case and request authorization. (It is not necessary to go through the Primary Care Provider for referral). Counseling visits will be covered as per the resident's health insurance plan.
4. If referred for counseling by the Program Director or the institution, after the initial visit, a recommendation regarding the length and frequency of treatment will be made by the therapist. The institution will expect to know the opinion of the therapist regarding (a) current suitability of the resident to perform his or her duties, (b) prognosis and (c) probable length of therapy. This is to be given in writing to the Designated Institutional Official.
5. The Institution will expect to know the opinion of the therapist regarding the probable length of therapy. Marriage counseling up to six visits is available at no charge through the Employee Assistance Program. These services are rendered by trained professionals.



Mark D. Robinson, MD
DIO, Chair of Education
Cabarrus Family Medicine Residency



Date



Phyllis Wingate
Division President
Carolinas Medical Center - NorthEast



Date