

**CAROLINAS MEDICAL CENTER  
DIVISION OF MEDICAL EDUCATION  
POLICY REGARDING COUNSELING AND/OR PSYCHOLOGICAL SUPPORT  
OF RESIDENTS DURING THEIR GRADUATE TRAINING**

*Created: 3/1988*

*Revised: 1993, 1994, 1995, 1997, 1/2007*

*Reviewed: 2/03, 7/03, 10/04, 8/07, 9/08, 11/12*

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.

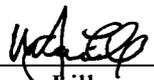
The process by which this will be accomplished is as follows:

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, the Chaplain's Office, the psychologist in the Department of Family Medicine, 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.) Up to 20 visits per calendar year will be covered at 100% with the resident being responsible for the current co-payment per visit.
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. In the event that marriage counseling is required, since this is **not** covered by Insurance, this must be approved **prospectively** by the Designated Institutional Official. Blocks of therapy and expected costs must be approved **prospectively** by the Designated Institutional Official. The resident will be expected to use an approved provider and pay 15% of the total charges.
6. 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.

**Policy Regarding Counseling and/or Psychological Support of Residents**  
**Page 2**

  
\_\_\_\_\_  
Mary N. Hall, M.D.  
DIO, Deputy Chief Academic Officer  
Division of Medical Education

12.10.12  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Spencer Lilly  
President, Carolinas Medical Center

12.12.12  
\_\_\_\_\_  
Date