

**WEST VIRGINIA UNIVERSITY HOSPITALS**  
**Credentialing Policy**

**Article IV – Questions Involving Medical  
Staff Members**  
Effective: 12/05/18

**4.5.5 Fitness for Duty Evaluation**

Members of the West Virginia University Hospital Medical Staff (physicians, dentists and podiatrists), West Virginia University School of Medicine residents and fellows, Advanced Practice Professionals (APRN and PA) as well as all other persons granted clinical privileges at West Virginia University Hospitals, Inc. are expected to report to work in a mental, emotional, and physical condition (including free of the effects of drugs and alcohol) necessary to perform his/her job in a safe and effective manner.

Any provider exhibiting behaviors which suggest he/she may not be fit for duty will be immediately removed from the patient care environment and escorted to Employee Health for a fitness for duty evaluation. Fitness for duty evaluations are performed by or at the direction of Employee Health, and may include, without limitation, a health history, physical and/or psychological examination, alcohol and drug testing and any medically indicated diagnostic studies. As circumstances warrant, Employee Health may arrange for an evaluation by a licensed clinician to determine whether or not there is a psychological impairment. Based on the results of the fitness for duty evaluation and at the discretion of the Clinical Department or Medical Staff Affairs, the provider may be required to complete additional evaluations.

Concerns arising outside of Employee Health's normal business hours will require the House Supervisor to be contacted and the provider to be escorted to the Emergency Department for the fitness for duty evaluation.

Medical Staff Affairs or the Administrator On-Call must be notified immediately of any circumstances which prompts a fitness for duty evaluation.

Non-compliance with a request for a fitness for duty evaluation shall be cause for summary suspension of the provider's clinical privileges or the residency/fellowship agreement pending further investigation.

All providers determined to be not fit for duty will be provided a safe escort and/or transportation to his or her home or other safe location.

All providers determined to be not fit for duty will be referred to the Practitioner Health Committee for further review and recommendations. Referrals to the Faculty and Staff Assistance Program, Employee Assistance Program, West Virginia Medical Professionals Health Program, West Virginia Restore Program, Dental Recovery Network or others will be determined on an individual basis.

Regardless of the outcome of the fitness for duty evaluation, the provider may not return to patient care activities until cleared by Medical Staff Affairs or the Administrator On-Call.