HOUSESTAFF COUNSELING PROGRAMS
GME 3.4
Chapter: Insurance Benefits

I. PURPOSE:
Recent studies suggest that many residents and/or their family members suffer from depression, anxiety, substance abuse, or marital and family conflicts at some time during a resident’s medical training. Studies also suggest that these problems go without treatment. Lack of treatment may occur for any number of reasons; for example, stigma, denial, wishful thinking that “things will get better later on,” or simply a lack of information or where to seek assistance. Whatever the reasons, the University of Utah School of Medicine would like to respond to this need by offering the following services:

II. POLICY:

**NOTE: Two programs are outlined below. The Employee Assistance Program is a confidential counseling program purchased by the University of Utah for employees and their families. The Utah Recovery Assistance Program is offered by the Utah Department of Commerce.**

(1) Employee Assistance Program:
The Employee Assistance Program is a confidential counseling service sponsored by the University to help residents and their family members with a variety of personal concerns including family and relationship issues, stress, grief, depression, anxiety, alcohol/drugs, workplace issues, management consultation and more. The EAP can also provide advice and referrals to help resolve legal, financial, child-care and eldercare concerns. No fees or co-pays are required when using the EAP. The University has agreed to provide these services to benefit eligible employees and their dependents as part of their benefit package.

The Employee Assistance Program is available 24 hours per day, 7 days per week and is staffed by professional counselors. There is no specific visit limit for brief solution focused counseling through the EAP. If needs go beyond the EAP, individuals are referred to an appropriate Behavioral Health network provider. In order to maximum health care benefits, residents must coordinate services with the EAP. If the employee does not coordinate with the EAP, coverage is reduced. To use this service, call 587-9319 at any time.

(2) Utah Recovery Assistance Program:
This program’s purpose is to monitor chemically-dependent licensed professionals in a manner that promotes confidentiality for the licensed professional while assuring the safety of his or her patients. The Utah Department of Commerce’s Division of
Occupational and Professional Licensing has established the Utah Recovery Assistance Program (URAP) as an alternative to formal disciplinary action. If you have a problem with drugs or alcohol, if you have a patient with a professional license who needs help, or if you know of another licensed professional who needs assistance, please contact URAP at 801-530-6106. The program’s benefits are protection for the safety of participant’s clients, protection for the livelihood and professional licensure of the participant, confidentiality – a private agreement instead of public action, and incentives and support to help participants remain substance-free.

Approval body: Graduate Medical Education Committee
Approval date: 8/05
Policy Owner: Graduate Medical Education

Historical Information:
Review dates: 8/05, 7/06, 7/07, 11/08, 01/11
Revision dates: 10/03, 8/05, 11/08, 01/11
Approval dates: 10/03