POLICY: TRAINEE COUNSELING PROGRAMS
Policy Number: 3.4
Chapter: Insurance Benefits

Purpose:
Recent studies suggest that many trainees and/or their family members suffer from burnout, depression, anxiety, substance abuse, or marital and family conflicts at some time during a trainee’s medical training. Studies also suggest that these problems often go without treatment. Lack of treatment may occur for any number of reasons; for example, lack of time, stigma, denial, wishful thinking that "things will get better later on," or simply a lack of information on where to seek assistance. Whatever the reasons, the University of Utah Graduate Medical Education (GME) Office is responding to this need by offering the following services:

Policy:

**NOTE: Three programs are outlined below. The GME Wellness Office offers confidential counseling, wellness coaching, prevention and wellness workshops, and advocacy for trainee happiness and health. 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) GME Wellness Office:
The GME Wellness Office offers confidential individual and couples counseling services to housestaff. This service is free of charge, records are kept outside of EPIC, and insurance is not activated. In addition, wellness coaching, test anxiety treatment, and learning assessments are provided. Our office also works with departmental wellness champions to provide workshops, consultation, resources, and wellness improvements to trainee programs. The GME Wellness Office website is [http://medicine.utah.edu/gme/wellness/](http://medicine.utah.edu/gme/wellness/).

(2) Employee Assistance Program:
The Employee Assistance Program is a confidential counseling service sponsored by the University to help trainees 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, or the individual wishes to see a community provider, individuals are referred to an appropriate Behavioral Health network provider. In order to activate your maximum health care benefit, trainees 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. EAP’s website is https://pulse.utah.edu/site/hhr/benefits/more-benefits/employee-assistance-program.

(3) 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 include 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. URAP’s website is https://dopl.utah.gov/programs/urap/index.html.