



Impaired Practitioner – Educational Resources & Examples

The Federation of State Boards of Physical Therapy's Ethics and Legislation Committee researched and collected resources relating to impairment of practice/work for member boards. Boards may choose to provide links directly to outside resources or use as models for developing their own materials. This list is by no means comprehensive—it is representative of the kinds of materials and resources available. Member boards are encouraged to explore and link to other useful material they find helpful.

Example Statutory Language and Definitions

2021 Florida Statute related to Impaired Practitioner Programs

Example of statutory language relating to impairment and impaired practitioner programs.

Link: http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&URL=0400-0499/0456/Sections/0456.076.html

APTA HOD P06-03-22-19 Impaired Colleagues and Providers

APTA position statement on impairment, reporting and impaired practitioner programs.

Link: <https://www.apta.org/siteassets/pdfs/policies/substance-abuse.pdf>

AMA Policy H-95.955- Physician Impairment

AMA policy statement on practitioner impairment definition, programs and research.

Link <https://policysearch.ama-assn.org/policyfinder/detail/H-95.955%20?uri=%2FAMADoc%2FHOD.xml-0-5334.xml>

AMA Code of Medical Ethics Opinion 9.3.2 - Physician Responsibilities to Colleagues with Illness, Disability or Impairment

Link: <https://www.ama-assn.org/delivering-care/ethics/physician-responsibilities-colleagues-illness-disability-or-impairment>

Connecticut Department of Public Health - Definition and Reporting Requirements

Link: <https://portal.ct.gov/DPH/Practitioner-Licensing--Investigations/PLIS/Mandatory-Reporting-of-Inability-to-Practice-With-Reasonable-Skill-and-Safety>

Workplace Impairment of the Healthcare Professional – Quantum Units Education

Comprehensive article looking at policies, standards and recognizing impairment (with additional resources).

Link: <https://www.quantumunitsed.com/get-material.php?id=754>

Article: Burnout in Healthcare Workers: Prevalence, Impact and Preventative Strategies

Link: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7604257/>

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Recognizing Impairment: Self-Assessments and Recognizing in Others

NE Resource Guide for Health Care Professionals

Link: <https://dhhs.ne.gov/licensure/Documents/ResourceGuideForHCPProfessionals.pdf>

Iowa Department of Public Health Impaired Practitioner Program Self Evaluation Template

Link: <https://idph.iowa.gov/Portals/1/userfiles/192/Step%201%20-%20Self-Report%20Form.pdf>

Hazelden Betty Ford

Link: <https://www.hazeldenbettyford.org/education/bcr/addiction-research/health-care-professionals-substance-abuse-ru-615>

Washington State Health Professional Services Guide for Assisting Colleagues Who Demonstrate Impairment in the Workplace

Link: <https://www.doh.wa.gov/portals/1/Documents/Pubs/600006.pdf>

AANA - "Signs & Behaviors: If You See Something, Do Something" handout

Link: [https://cms.aana.com/docs/default-source/wellness-aana.com-web-documents-\(all\)/aana-signs-and-behaviors-imairment-diversion.pdf?sfvrsn=f42c4bb1_2&_ga=2.268193096.77872265.1635280754-906496338.1635280753](https://cms.aana.com/docs/default-source/wellness-aana.com-web-documents-(all)/aana-signs-and-behaviors-imairment-diversion.pdf?sfvrsn=f42c4bb1_2&_ga=2.268193096.77872265.1635280754-906496338.1635280753)

AOTA Decision Guides: Practitioner Well-Being

Link: <https://www.aota.org/-/media/Corporate/Files/Practice/Health/Addressing-Acute-Stress-Anxiety.pdf>

Support & Educational Resources for Practitioners

SAMHA- Substance Abuse and Mental Health Services Administration

U.S. Department of Health and Human Services- educational material and treatment locators for different impaired practitioner issues.

Link: <https://www.samhsa.gov/find-treatment>

NAMI (National Alliance on Mental Illness) Resources for Health Care Professionals

Link: <https://www.nami.org/Your-Journey/Frontline-Professionals/Health-Care-Professionals>

AMA Resources for Burnout and Well-Being

Link: <https://edhub.ama-assn.org/steps-forward/pages/professional-well-being>

Mindtools – Burnout Self-Assessment

Link: https://www.mindtools.com/pages/article/newTCS_08.htm