

Sample Protocol B

PROCEDURES FOR ASSISTING INSTITUTE MEMBERS

Introduction

The faculty of the Institute for Psychoanalysis has resolved to address the inevitable problems of illness and disability among its members and has established the Psychoanalyst Assistance Committee (PAC). The committee will try to assist with these problems in a manner consistent with our highest analytic, ethical and therapeutic principles in the best interests of the analyst and his/her patients, supervisees and students.

Self Referral

An analyst who senses or anticipates possible disruptions in optimal functioning might ask the PAC for assistance. Among us, there are many individuals who have dealt successfully with issues such as illness, retirement, or family changes. We hope that the PAC can function as a resource for such assistance.

Referral of Others

If one of us has concerns that an individual is experiencing difficulties in functioning professionally as a psychoanalyst, the concerned person might speak directly to that individual. Raising such questions with an individual needing assistance could be supportive in itself. It might also lead to professional consultation and assistance. The concerned person might also speak to an Ombudsperson.

The Ombuds System

For many years, the Director has appointed two members of the faculty as Ombudspersons. They are available to candidates, staff, or faculty members for informal, confidential consultation about any questions or concerns they may have about the professional functioning of any member of the Institute. This system has worked well. Discussion with the Ombudsperson has sometimes been adequate for resolution of some instances of concern, but the Ombudsperson may call upon other faculty members, if needed, to clarify and resolve the issue. If it appears indicated in the course of these consultations, the issue can now be referred to the PAC.

The Ombuds system allows for the constructive expression of concern, informal confidential evaluation, and possible resolution. If necessary, referral can be made to the PAC or to the Ethics Committee.

Psychoanalyst Assistance Committee

By their very nature, some problems are beyond the capacity of the Ombuds system. The PAC, mandated by the American Psychoanalytic Association, is designed to help an analyst in need of assistance and his/her patients, supervisees, and students.

Referral to the Chairman of the PAC could come from oneself, from concerned relatives, friends, or colleagues, or from the Ombuds system. Like other standing committees of the Institute, the PAC Chair is appointed by the Director who also appoints members for staggered three-year terms from the sub-disciplines and across generational lines. In addition, one committee member must be a child analyst. The Chair of the PAC may invite other analysts to serve on the committee if needed in a specific instance.

In its explorations, the PAC will be mindful of the importance of confidentiality and concern for the well-being and safety of the analyst in need of assistance and his/her patients, supervisees and students. Evaluation may require other resources in the medical, psychological, social work, or nursing communities. Organizations such as State Physician Health Program have the experience and training to provide coordinated and confidential evaluations and monitoring. This service is available to physicians without cost and to other treating disciplines at a fee. The State Psychological Association has formed a similar committee, the Psychologists Assistance Liaison (PAL).

If a faculty member thought to need assistance preferred to receive an evaluation and treatment outside our community, referrals could be made by the PAC to such resources. The expense of such programs would be the responsibility of the faculty member in question.

For any plan agreed upon, the PAC would require validation that contact had been made, successfully completed, and that a follow-up program, if appropriate, had been established. In the event that an individual was referred to the PAC and failed to follow through with recommended evaluations, referral by the PAC to the Ethics Committee would be necessary.

I have read and understand these procedures, and agree to participate and abide by these procedures as a condition of my participation in the faculty of the Denver Institute for Psychoanalysis.

I also extend immunity to and release from any and all claims or liability The Institute for Psychoanalysis, its faculty members and their respective agents, for any acts performed in good faith regarding me in accordance with these procedures.

Signature

Date