



# LATE-CAREER ASSESSMENT

Research indicates there can be an inverse relationship between the number of years that a physician has been in practice and the quality of care that the physician provides. The LifeGuard Late-Career Assessment measures clinical skills and provides a mental and physical health assessment. Core assessment components include an independent, objective measurement of cognitive and physical functioning as well as fine motor skills. A multidisciplinary team reviews the findings and provides recommendations which are comprehensive and relevant to the findings of the evaluation.

## WHAT TO EXPECT

The Late-Career Assessment generally is conducted over a period of two-to-three days. Core components include:

### **Neurocognitive Screening or Assessment:**

The neurocognitive assessment provides an extensive and varied evaluation of cognitive functioning, including attention, learning and memory; language skills; spatial skills; construction skills; and mental flexibility and problem solving, as well as personality variables, if indicated. The battery of tests identifies generally intact cognitive functioning or possible areas of concern. The battery is administered and interpreted by a clinical neuropsychologist.

### **Fitness for Duty Exam:**

A Fitness for Duty examination will be conducted to measure the ability to perform day-to-day tasks and responsibilities of the participant's specialty.

### **Functional Capacity Examination (FCE):**

An occupational therapist will conduct a three- to four-hour examination to measure the physical and functional capabilities of the physician in relation to job-specific work demands. The FCE is an objective evaluation used to identify the physician's ability to meet the daily work requirements including the capability to work on a full- or part-time basis or in a modified- or full-duty capacity with or without any reasonable accommodations.

All evaluations are based on individualized circumstances and situations. Additional assessment options are available based on the concerns identified by the referral source.

## WHO SHOULD CONSIDER A LIFEGUARD LATE-CAREER ASSESSMENT

Any hospital or medical group that is committed to patient safety and ensuring the mental and physical well-being of its late-career physicians would benefit from LifeGuard's services. Individuals can self-refer to LifeGuard as well. LifeGuard staff will provide a presentation to any medical group or hospital that is considering a policy to require routine screenings for physicians.

Proactive assessments are performed before an event has occurred. Most proactive assessments are typically outlined within an employment agreement and are consistent with a referring entity's policies or medical staff bylaws regarding assessment.

Reactive assessments are conducted as a result of a particular event which has raised concern regarding the physician's ability to provide safe and quality care to patients.

## WHY CHOOSE LIFEGUARD

A nationally recognized program, LifeGuard has been a vanguard for addressing clinical competency assessment needs for physicians and other health care professionals. Conceptualized by doctors for doctors, LifeGuard provides comprehensive assessment services and recommendations for remediation tailored to the individual needs of physicians and other eligible health care professionals. Through carefully customized evaluation programs, we aim to facilitate higher performing physicians, promote patient safety, and enhance the quality of medical care provided to ensure complete clinical competence. LifeGuard is not associated with any health system and as a core tenant utilizes a team of independent evaluators who have an explicit goal to fairly evaluate the physician.



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