

**Suggestions for CADUCEUS participants:**

DO NOT resign your position at work and DO NOT voluntarily surrender your license to practice. Find out if your employer has in fact reported you and/or will be reporting you to your College. Stop practicing immediately.

If you are a Union employee (ie ONA/Unifor), Follow up with your Union Representative and the Union's legal team for further instruction regarding representation of your case to your employer and College.

Request a medical leave of absence from your employer if one hasn't already been offered immediately and if your place of employment offers EAP (Employee Assistance Program) Counselling Services.

Make an appointment with a counsellor as soon as possible. Stacey Lock is Aegis Health Group's in-house Registered Social Worker.

Make an appointment to see your Family Physician as soon as possible and bring the proper medical certificate documentation required by your employer for your requested medical leave of absence.

Make an appointment with an addiction specialist as soon as possible to start urine toxicology sampling by contacting us at the Aegis Health Group (226-946-1000), or by coming to one of our clinics in Windsor at either 1883 Turner Road or 1083 Ouellette Avenue.

Contact Substance Abuse Treatment facilities and/or programs in the are/region of which you are prepared to attend and participate. Please note that healthcare professional colleges tend to prefer and even mandate inpatient, residential treatment programs, although some may accept outpatient.

Seek information and support from knowledgeable, experienced healthcare professionals by attending the monthly Caduceus group meetings.

**What to expect:**

Be prepared to be off work for a minimum of six months, however, DO expect to return to your career!

Be prepared to receive notice from your College that they are Conducting an investigation regarding your competency to practice. (Do not speak directly with your College if you have Legal Representation provided by your Union (ie" ONA/LEAP).

Be prepared to enroll into and successfully complete an inpatient residential treatment program for up to 45 days as soon as possible, following by ongoing post completion recovery treatment and support.

Be prepared to find up to a 6 month waiting list for inpatient treatment options (private pay beds are available in some facilities which may expedite admission; some insurance companies may cover a portion).

Be prepared to follow a monitoring agreement between your addiction specialist, yourself and your employer to expedite your return to work if your College is delayed in their investigation process.

Be prepared to attend additional addiction specialist and psychiatric evaluations as required by your college which may include some travel. (This can be a lengthy and frustrating process, seek support from knowledgeable resources such as our Caduceus group).

Be prepared to agree to an undertaking with your College with provision on your license to practice upon your return to work. These provisions may last up to five years from your identified start date.

Thank you for being a part of the Aegis Health Group, we are happy to be supporting you on your journey.