What is OhioPHP?

The Ohio Professionals Health Program (OhioPHP) is a nonprofit organization that started as a group of physicians wanting to support their peers struggling with mental health or substance use disorders.

Today, OhioPHP assists hundreds of healthcare workers across the state with a wide range of concerns including stress, burnout, mental health, or substance use disorders and much more!

OhioPHP OhioPHP Ohio PHP @OhioPHP

AGENDA

- What is a PHP?

- A Brief History

- Review of the NEW Confidential Monitoring Program

- What is OhioPHP's role?

- Additional OhioPHP services

What is a PHP?

- A Professionals (or Physicians) Health Program (PHP) is a confidential resource for ***licensed healthcare professionals, including applicants or those in training***, who are suffering from addictive, psychiatric, medical, behavioral or other potentially impairing conditions.

- 47/50 States have a PHP

What is a PHP?
FOUR TENETS

- PHPs support the early detection, evaluation, and treatment of impairing conditions

- PHPs oppose discrimination based on a history of an impairing condition

- PHPs promote the use of supportive services rather than disciplinary action, when applicable

- PHPs support the maintenance of the confidential relationship between the PHP and its participants in order for a professional in need to "come forward without fear of punishment, disciplinary action, embarrassment, or professional isolation"

Federation of State Physician Health Programs

OhioPHP   OhioPHP   Ohio PHP   @OhioPHP

How did PHPs begin?

- In 1974, the American Medical Association (AMA) acknowledged that physician impairment from alcoholism and drug dependence occurs, and recognized alcoholism and addiction as illnesses

- With the advice and consent of the AMA and the Federation of State Medical Boards (FSMB), plans were launched for the development of therapeutic alternatives in lieu of automatic discipline of physicians who needed assistance

Federation of State Physician Health Program

What do PHPs do?
CARE COORDINATION

PHPs coordinate effective detection, evaluation, treatment, continuing care and therapeutic monitoring of healthcare professionals with substance use disorders and/or mental health conditions.

Federation of State Physician Health Programs

OhioPHP   OhioPHP   Ohio PHP   @OhioPHP

What do PHPs do?
CHRONIC ILLNESS MANAGEMENT

Chronic Illness Management, or therapeutic monitoring, occurs when an assessment indicates that a healthcare professional is experiencing an illness that could benefit from long-term, ongoing, therapeutic support.

Why are PHPs important?

"PHPs recognize the unique stressors and challenges that healthcare professionals face in their demanding and high-pressure roles.

PHPs help healthcare professionals navigate the complexities of their profession, seek appropriate treatment when needed, and help maintain their overall health and wellness."

Federation of State Physician Health Programs

OhioPHP   OhioPHP   Ohio PHP   @OhioPHP

Why are PHPs important?

"By promoting self-care and early intervention, PHPs not only benefit the individual healthcare professional, but also contribute to the overall quality of patient care and the well-being of the healthcare system as a whole."

Federation of State Physician Health Programs

OhioPHP   OhioPHP   Ohio PHP   @OhioPHP

Why are PHPs Important?
SUBSTANCE USE DISORDERS

- Sustained recovery from a substance use disorder for the *general population* is below 50% during the first year following treatment.

- 90% of *healthcare professionals* who have completed substance use disorder treatment *and* monitoring, remained in sustained recovery with no relapse (OhioPHP cumulative data from 2004 - 2023).

OhioPHP   OhioPHP   Ohio PHP   @OhioPHP

Do you think a healthcare professional can seek confidential assistance for a substance use disorder, mental health disorder or other potentially impairing conditions?

THE ANSWER IS YES!

In 2023, the Ohio General Assembly implemented changes to Ohio statutes to broaden the scope of the board's existing confidential monitoring program (previously the One-Bite Program). The new program allows an eligible practitioner who is impaired, or potentially impaired, due to substance use disorder, mental health conditions or any other impairing condition to avoid formal disciplinary action by utilizing established confidential monitoring and treatment conditions as defined in ORC 4731.22, 4731.224, 4731.25, 4731.251, 4731.252, 4731.253.

This is known as the **Confidential Monitoring Program** and OhioPHP has been approved as the monitoring organization.

A Brief History

- Reporting Exemption (prior to 2018)

  - Complex and determination of eligibility could be challenging

  - No monitoring requirement beyond aftercare criteria established by approved treatment providers

  - Substance use disorders only

A Brief History

- 2014 - OhioPHP and other major stakeholders began advocating with the SMBO and the Ohio Legislature to make improvements to the outdated reporting exemption rule

- One-Bite Program (2018)
  - Significant improvements to standardization
  - Treatment is clinically driven
  - All monitoring referred to trained clinical professionals in a non-disciplinary program
  - Substance use disorders only

- Mental Health and Physical Conditions Alternative Program (2019)
  - Required self-report to SMBO, not OhioPHP
  - Admission depenent on Board's Secretary and Supervising Member determination that a licensee's condition could be appropriately monitored through ongoing observation rather than formal action

A Brief History

- After 5 years of the One-Bite Program as well as a dearth of self-reports / participation with the Mental Health and Physical Conditions Alternative Program, OhioPHP and the SMBO began working on a modernization project to further improve these programs

- Confidential Monitoring Program (October 2023)
  - Eligibility expanded
  - Substance use disorders, mental health disorders, physical conditions, and other potentially impairing conditions now included
  - Expansion to all licensees and applicants, not excluding those who have previously sought treatment for a potentially impairing condition

OhioPHP   OhioPHP   Ohio PHP   @OhioPHP

What is the Confidential Monitoring Program (CMP)?

- A confidential path for licensed healthcare professionals to seek help for substance use disorders, mental health disorders and other potentially impairing conditions

- The CMP is
  - Clinically driven
  - Offers individualized treatment through qualified providers vetted and approved by OhioPHP
  - Chronic illness management and support provided by monitoring agency (OhioPHP)

Confidential Monitoring Program
ELIGIBILITY

- A practitioner or applicant who has been diagnosed with a substance use disorder, mental health disorder, physical health condition, or another potentially impairing condition(s).

Confidential Monitoring Program
ELIGIBILITY

- Physician (MD/DO/DPM)
- Resident Physician
- Physician Assistant
- Respiratory Care Professional
- Anesthesiologist Assistant

- Dietitian
- Acupuncturist
- Radiologist Assistant
- Genetic Counselor
- Massage Therapist

Confidential Monitoring Program
INELIGIBILITY

- The practitioner is unwilling or unable to complete or comply with any part of the program, including evaluation, treatment, or monitoring

- The practitioner presents an imminent danger to the public or to the practitioner, as a result of the practitioner's impairment

- The practitioner's impairment has not been substantially alleviated by participation in the program

OhioPHP   OhioPHP   Ohio PHP   @OhioPHP

Confidential Monitoring Program
REQUIREMENTS

- Screening or comprehensive diagnostic evaluation for diagnoses and identification of treatment needs

- Development of an individualized treatment plan and completion of recommended treatment at an OhioPHP-approved facility or provider

- Return to work determination by treatment provider **and** OhioPHP

- Comprehensive and individualized monitoring plan (chronic illness management) with OhioPHP for 1-5 years

OhioPHP   OhioPHP   Ohio PHP   @OhioPHP

What is the difference?
One-Bite Program vs Confidential Monitoring Program

	One-Bite Program (2018)	Confidential Monitoring Program (2023)
Eligibility (requirements)	• A practitioner that has been diagnosed with a substance use disorder • The practitioner has not participated previously in the program • Unless the SMBO referred the practitioner to the program, the practitioner has not been sanctioned previously by the SMBO for impairment.	• SMBO applicants and licensees • Can participate if previously enrolled in One-Bite or CMP • Can participate if previously sanctioned for impairment
Eligibility (conditions)	• Substance use disorders diagnosis only	• Substance use disorders • Mental health disorders • Physical health conditions • Other potentially impairing conditions
Ineligibility	• Cannot participate if previously enrolled in One-Bite • Cannot participate if sanctioned previously for impairment	• Cannot participate confidentially if currently under the terms of a consent agreement or board order for impairment but still may utilize OhioPHP services

What is the difference?
One-Bite Program vs Confidential Monitoring Program

	One-Bite Program (2018)	Confidential Monitoring Program (2023)
Evaluation	Specific evaluation timeframes based on license type, either 72-hour or 1-day	Evaluation timeframe and requirements individually determined by OhioPHP and the presenting condition
Treatment	Individualized treatment plan at a SMBO approved One-Bite Program treatment provider	Individualized treatment plan at an OhioPHP approved treatment provider
Aftercare	Minimum of 6 months at a SMBO approved One-Bite Program treatment provider	As clinically appropriate at an OhioPHP treatment provider
Monitoring	5-year monitoring agreement	Monitoring agreement term based on individual's condition Range 1-5 years

OhioPHP   OhioPHP   Ohio PHP   @OhioPHP

Do licensees of the State Medical Board of Ohio (SMBO) have a duty to report impairment of another SMBO licensee or applicant?

Duty to Report Impairment

SMBO licensees are required to report "inability to practice according to acceptable and prevailing standards of care because of habitual or excessive use or abuse of drugs, alcohol, or other substances that impair ability to practice and/or inability to practice according to acceptable and prevailing standards of care by reason of mental illness, mental disorder, or physical illness, including but not limited to physical deterioration that adversely affects cognitive, motor, or perceptive skills. Impairment includes the inability to practice in accordance with such standards without appropriate treatment, monitoring, or supervision."

(SMBO definition of impairment)

Duty to Report Impairment

- SMBO licensees "shall report the information upon which the belief is based to the monitoring organization conducting the Confidential Monitoring Program" (OhioPHP)

- ***Licensee's duty to report <u>impairment</u> is fulfilled by notifying OhioPHP***

OhioPHP's Role in the Confidential Monitoring Program

OhioPHP's Requirement for Confidentiality

OhioPHP is prohibited by law from disclosing the name or any records relating to any practitioner in the Confidential Monitoring Program to the SMBO, unless the practitioner has been determined ineligible or the practitioner requests the disclosure.

How does OhioPHP help?

- Well-being screenings

- Referrals for evaluations and treatment

- Care coordination

- Chronic illness management (therapeutic monitoring)

OhioPHP   OhioPHP   Ohio PHP   @OhioPHP

How does OhioPHP Help?
SCREENINGS

OhioPHP's well-being screenings are designed for individuals experiencing symptoms of:

- Burnout
- Stress
- Anxiety, depression, or other mood disorders
- Substance use disorders
- Physical health conditions
- Other issues impacting one's health and well-being

How does OhioPHP Help?
SCREENINGS

- Conducted virtually or in person at OhioPHP's office
- OhioPHP's clinical team will provide recommendations based upon the results of the screening directly to the participant
- Recommendations may include referrals for:
  - Additional diagnostic evaluations
  - Appropriate treatment programs as indicated
  - Individual counseling
  - Medication management
  - Chronic illness management by OhioPHP
  - Others

OhioPHP   OhioPHP   Ohio PHP   @OhioPHP

How does OhioPHP Help?
CARE COORDINATION

- OhioPHP can provide appropriate clinical referrals to quality providers through the Treatment Provider Network (TPN)
  - TPN is a network of vetted and high-quality providers that ensure the treatment plan follows all rules and regulations related to licensees/applicants and their readiness to return to practice
- OhioPHP remains in contact with primary treatment providers to monitor progress
- OhioPHP coordinates communication, treatment status, return to work evaluations, etc between all involved treatment providers to ensure that the practitioner's illness is being addressed fully

How does OhioPHP Help?
CHRONIC ILLNESS MANAGEMENT

- Recommended for illnesses that could benefit from long-term, ongoing therapeutic support (monitoring)
- Standard monitoring agreements support a participant's recovery and progress for 1-5 years (may be extended on a voluntary basis)
- Individualized to best meet the needs of each participant and may include:
  - Individual therapy
  - Group support
  - Toxicology testing
  - Advocacy from OhioPHP
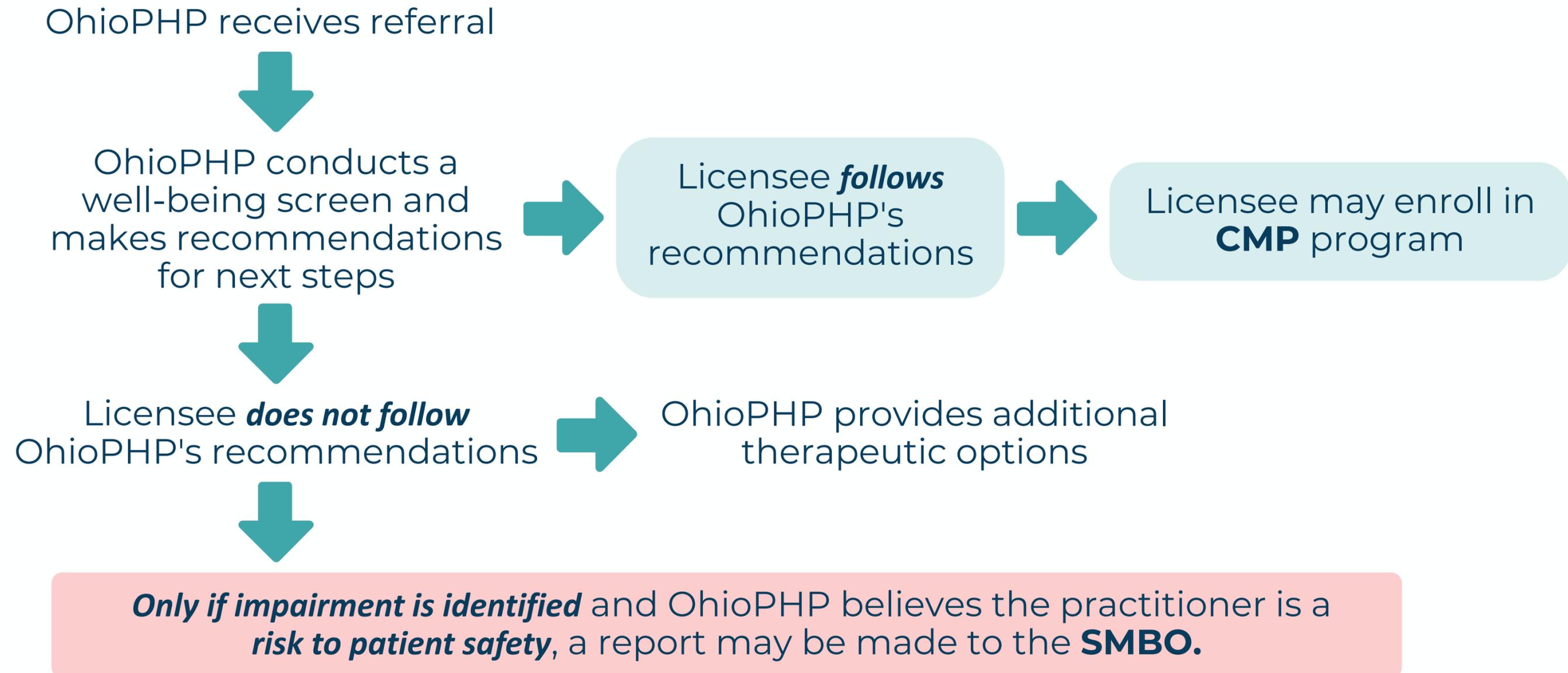 - Regular engagement with an OhioPHP Case Manager

Who should use OhioPHP's services?

SMBO licensees and applicants who may experience any of the following:

- Burnout
- Stress
- Substance Use Disorders
- Anxiety
- Depression
- Bipolar Disorder
- Post Traumatic Stress Disorder

- Parkinson's Disease
- Multiple Sclerosis
- Amyotrophic Lateral Sclerosis
- Cognitive Impairment/Dementia
- Seizure Disorder
- Distressed/Disruptive Behaviors
- Other conditions

OhioPHP Process

OhioPHP receives referral

↓

OhioPHP conducts a well-being screen and makes recommendations for next steps

→ Licensee *follows* OhioPHP's recommendations → Licensee may enroll in **CMP** program

↓

Licensee *does not follow* OhioPHP's recommendations → OhioPHP provides additional therapeutic options

↓

Only if impairment is identified and OhioPHP believes the practitioner is a *risk to patient safety*, a report may be made to the **SMBO.**

More Good News!

- OhioPHP and other major stakeholders have advocated for changes to initial and renewal application questions that are intrusive and potentially violate Title II of the ADA, which forbids public entities from discriminating against qualified individuals on the basis of disabilities, including mental health conditions.

- With encouragement from OhioPHP and support from major stakeholders, the SMBO agreed to update both the initial and renewal application questions to adopt the language recommended by the Federation of State Medical Boards, the American Medical Association, and the Dr. Lorna Breen Heroes' Foundation.

- The questions now focus on only disclosing current mental and physical health conditions impairing their ability to practice. There is also a **safe haven**, non-reporting option for those who are under treatment and in good standing with the OhioPHP to not disclose this information.

Additional OhioPHP Services

Other Confidential Programs

Existing Programs
- Ohio Board of Nursing
- Ohio Board of Psychology
- Ohio Chemical Dependency Professionals Board
- Ohio Emergency Medical Services Board
- Ohio Occupational Therapy, Physical Therapy, and Athletic Trainers Board
- Ohio Speech and Hearing Professionals Board
- Ohio Veterinary Medical Licensing Board
- Ohio Vision Professionals Board
- State Medical Board of Ohio

Programs in Development
- Ohio State Chiropractic Board
- Ohio State Dental Board

Suicide Prevention Screening

Well-being Checkup And Referral Engagement Service (Well-being CARES)
wellbeingcare.org

This screening program allows any healthcare professional in Ohio to:
- Take a brief survey to screen for mental health conditions anonymously
- Receive a personalized response from a professional counselor
- Exchange deidentified messages with the professional counselor
- Ask questions and learn about available services
- Get feedback and encouragement
- Request a referral for appropriate therapeutic support

Provided in partnership with the American Foundation for Suicide Prevention and the Ohio State Medical Association

OhioPHP   OhioPHP   Ohio PHP   @OhioPHP

So, that was a lot...
HERE IS WHAT YOU NEED TO KNOW

- There is a **_new_** confidential program for licensees and applicants of the State Medical Board of Ohio. This is called the Confidential Monitoring Program

- Quality, professional treatment and long-term monitoring (chronic illness management) have an immensely positive impact on recovery rates (SUD)

- SMBO licensees' "Duty to Report" impairment is fulfilled by contacting OhioPHP

- OhioPHP can provide screening, assessment and treatment referrals for burnout, mental health and substance use disorders

- **_When in doubt, call OhioPHP_**

OhioPHP   OhioPHP   Ohio PHP   @OhioPHP

Thank you!

🌐 OhioPHP.org

✉️ info@OhioPHP.org

📞 614-841-9690

📍 130 E. Chestnut Street, Ste. 200

Columbus, Ohio 43215

Dinsmore

Daniel S. Zinsmaster

Dinsmore & Shohl, LLP

191 W. Nationwide Blvd., Ste. 200

Columbus, Ohio 43215

614-628-6949

daniel.zinsmaster@dinsmore.com

📷 OhioPHP   🔗 OhioPHP   f Ohio PHP   𝕏 @OhioPHP