



OhioPHP

When a Healthcare Professional Needs Help

An overview of the safe haven program for licensees of the Board of Psychology

Presented by:

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1 Continuing Education credit in Ethics is approved by the Board of Psychology for this course



Welcome!

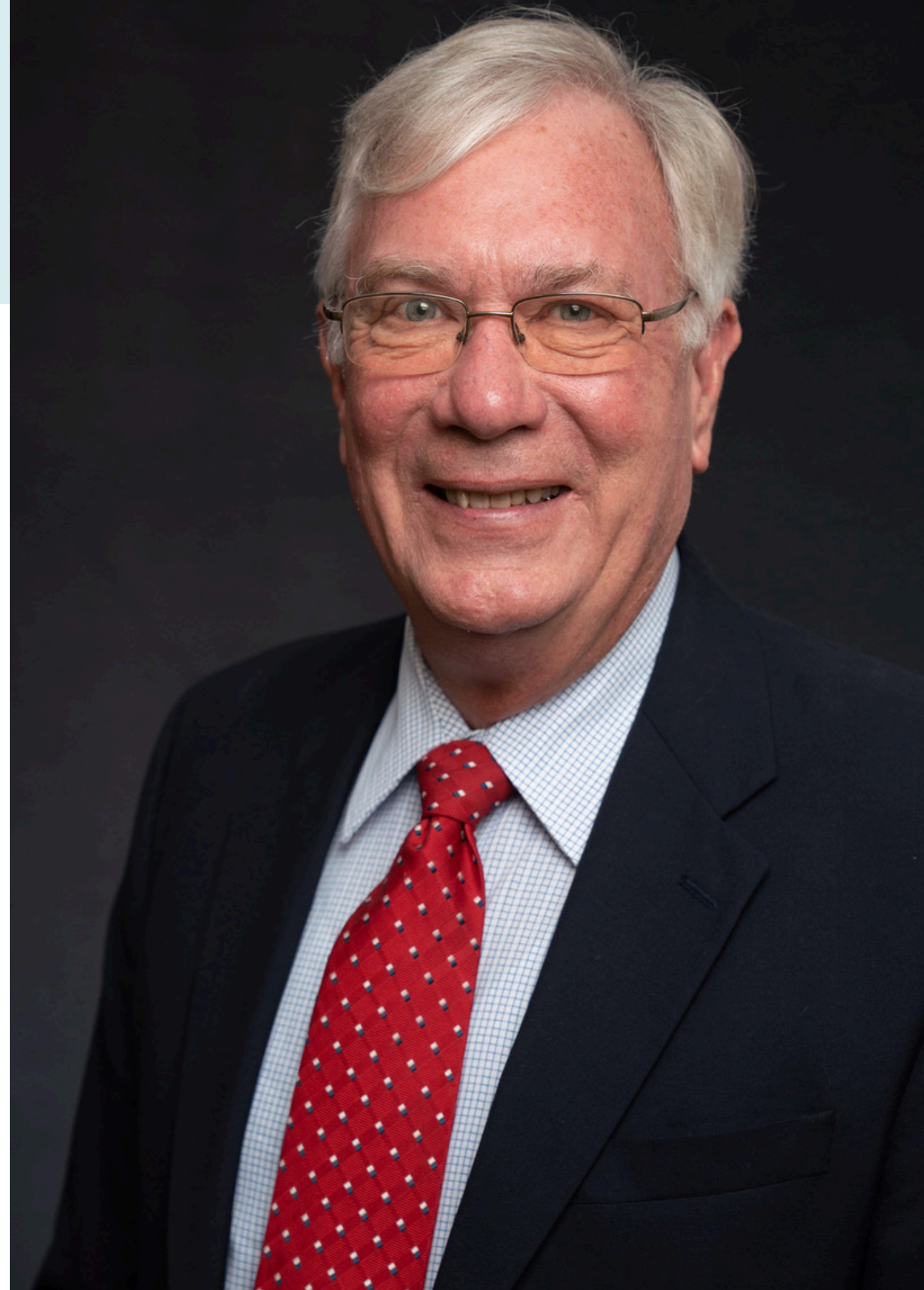
HOUSEKEEPING:

- Please post questions and comments in the Q&A box.
- If you need CE credit for this course, please complete the post test survey at the end of this presentation.
 - CE certificates will be sent via email within 10 business days after OhioPHP's review of the completed surveys.
 - Check your spam folders!

Who am I?

Richard N. Whitney, MD, DABAM, FASAM
Medical Director

- Joined OhioPHP in 2021
- Served as Medical Director at Shepherd Hill for 17 years
- Diplomate of the American Board of Addiction Medicine
- Fellow of the American Society of Addiction Medicine



Who am I?

Christina Delos Reyes, MD, FASAM Associate Medical Director

- Joined OhioPHP in 2022
- Board Certified in Addiction Psychiatry and Addiction Medicine
- 26 years at University Hospitals Cleveland Medical Center
- 20+ years as Director of Addiction Psychiatry Fellowship
- Specialized training in Motivational Interviewing and Gestalt Therapy



Who am I?

Phuong Huynh, MD

Well-being Director and Associate Medical Director

- Joined February 2023
- Served on the OhioPHP Board of Directors 2020-2022
- Board certified in Family and Addiction Medicine





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!

A person wearing a red, white, and blue checkered shirt is holding a large white sign with a drop shadow. The sign contains the word 'AGENDA' in large blue letters and a bulleted list of four items. The person's hands are visible on the left and right sides of the sign.

AGENDA

- The Problem
- Safety Sensitive Positions
- Safe Haven Program
- Case Studies



The Problem

OhioPHP Covid-19 Survey



- OhioPHP received funding from the Federation of State Medical Boards Foundation
- Contracted with a research firm, Mighty Crow Media, LLC, to conduct a statewide assessment of Ohio healthcare professionals' well-being
- Completed a literature review to design a survey measuring burnout, stress, suicide risk, and well-being
- Data reviewed in this presentation is specific to respondents from the Ohio Board of Psychology

OhioPHP Covid-19 Survey



1. Do self-reports of burnout, mental health symptoms, and substance use differ from prior to the pandemic to during the pandemic?
2. What are the biggest stressors brought on by the pandemic?
3. What are the experiences, opinions, and barriers to seeking resources for support in order to manage pandemic-related stressors?



Work-Related Stressors



47% of licensees had an increase in their workload

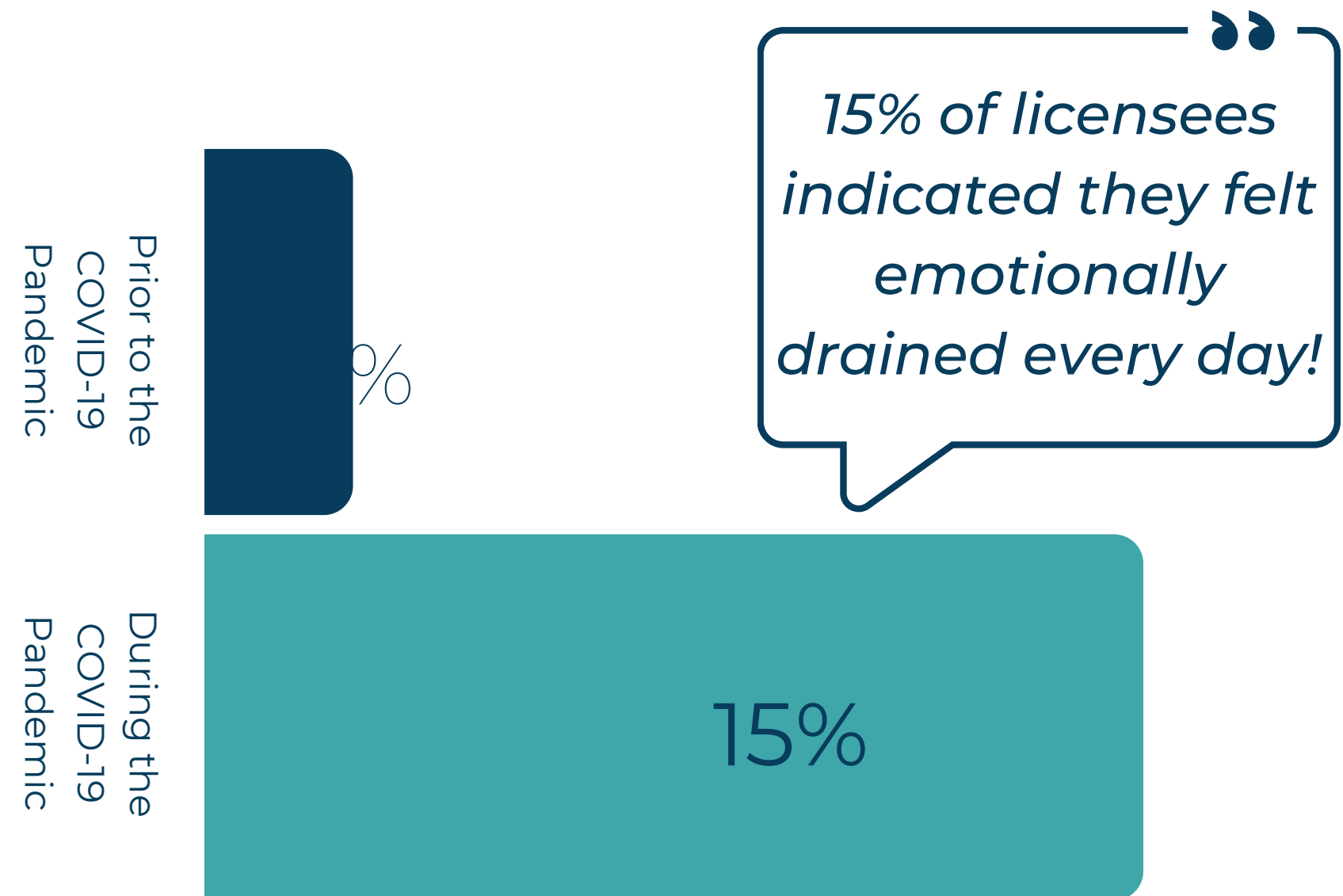


Burnout

PRIOR TO VERSUS DURING THE PANDEMIC

533%

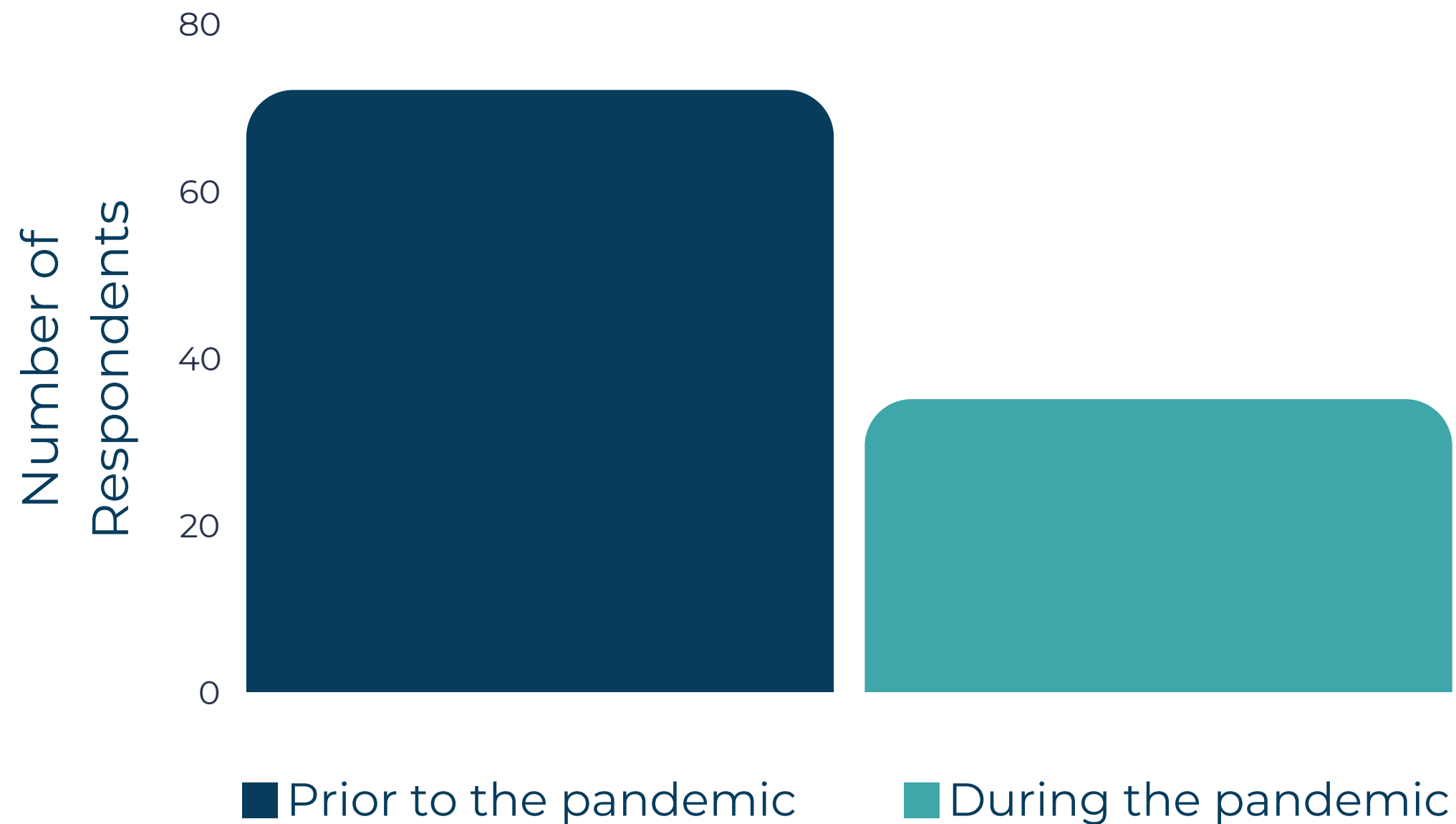
increase in the number of licensees that reported *feeling emotionally drained every day* during the pandemic





Mental Health

PRIOR TO VERSUS DURING THE PANDEMIC



Licensees who *never* felt down, depressed, or hopeless fell by more than half after the pandemic began

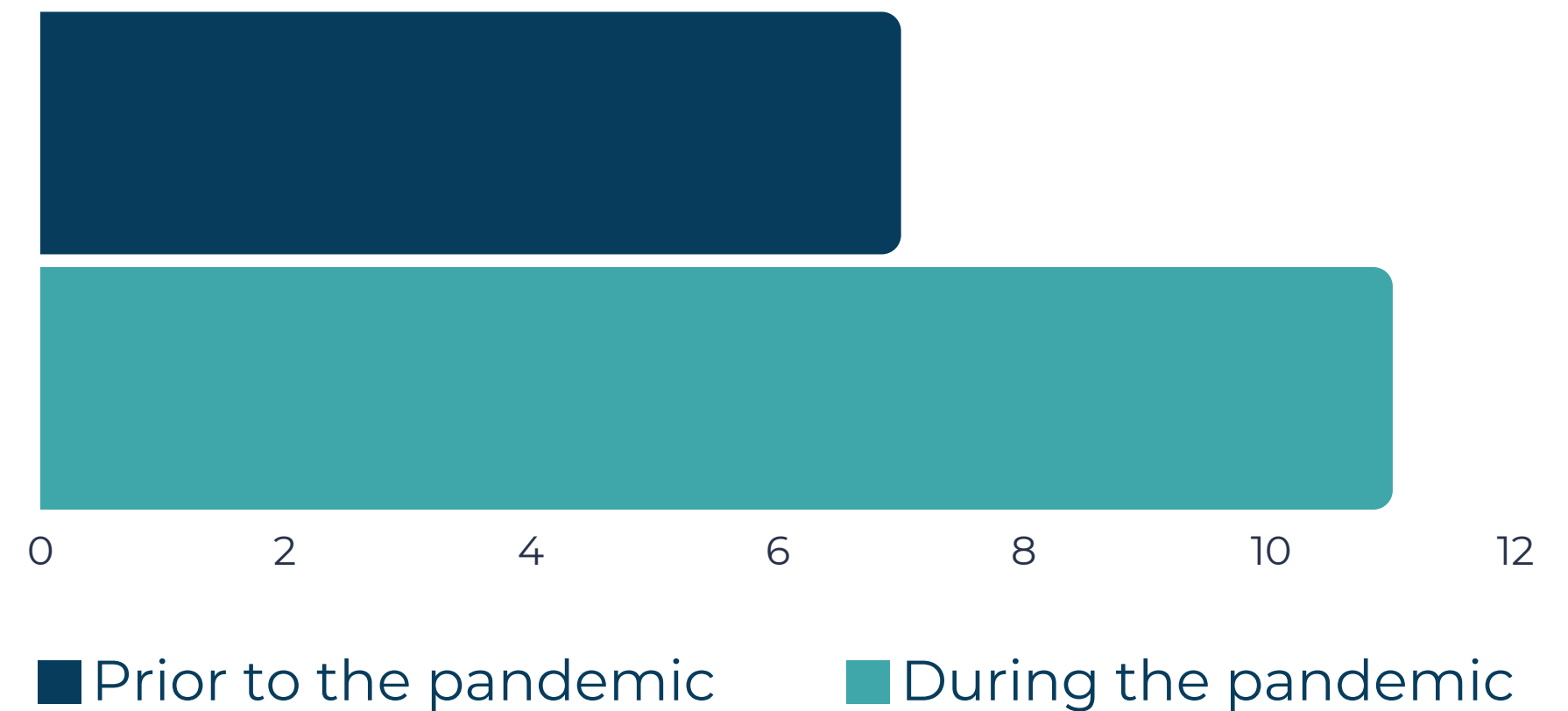
Suicide Risk

PRIOR TO VERSUS DURING THE PANDEMIC



57%

Increase in thoughts of suicide among licensees during the pandemic

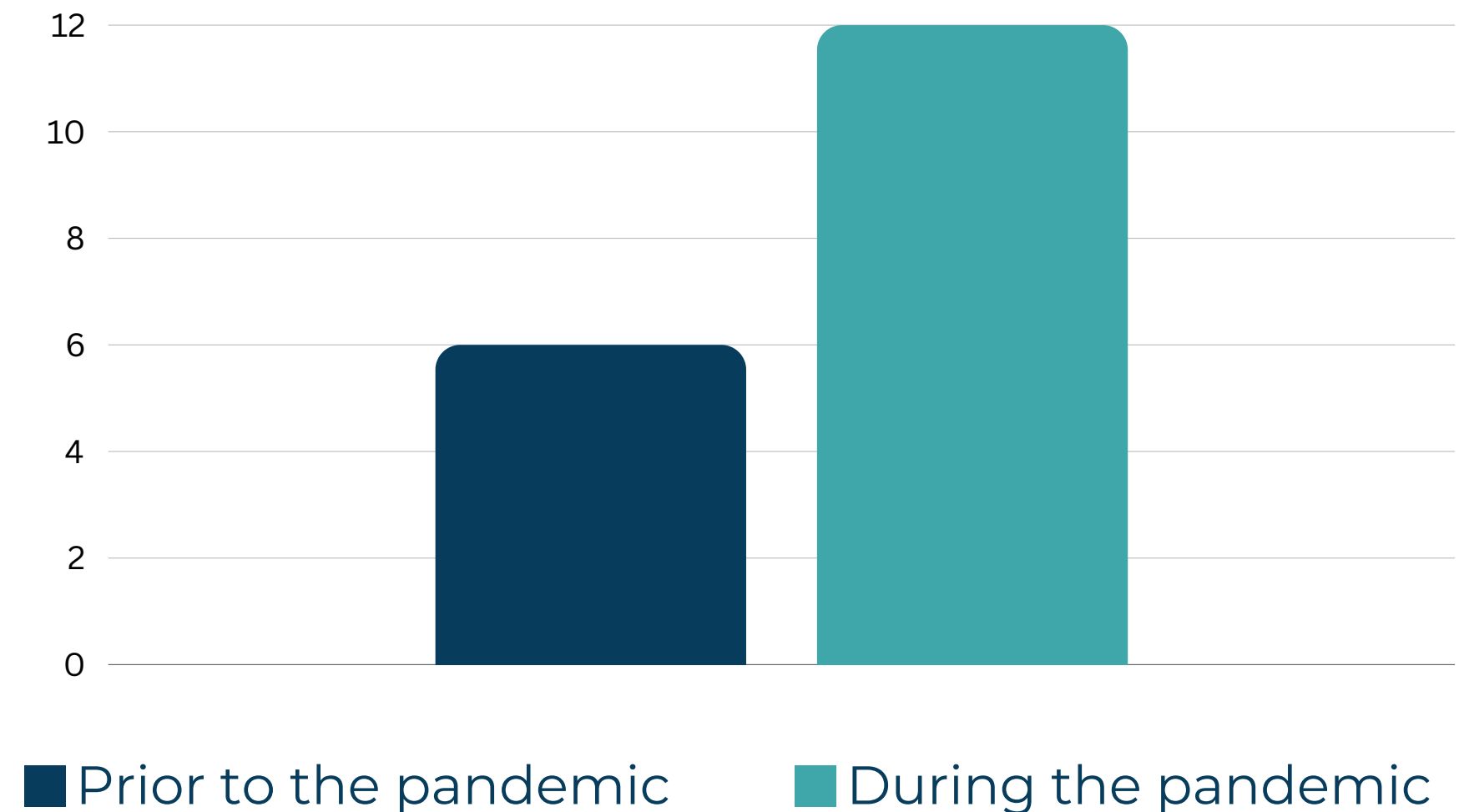




Substance Use

PRIOR TO VERSUS DURING THE PANDEMIC

The number of licensees indicating that they were sometimes concerned about alcohol and substance use *doubled* after the pandemic began.





Safety Sensitive Positions



Safety-Sensitive Positions

All safety sensitive workers, by definition, have a responsibility to the public.

The extent of the effect on the public comes from these factors:

- The size of the population safety-sensitive workers affect and the depth of the effect from potential impairment
- The amount of public trust that is implied in that worker's occupation



Safety-Sensitive Positions

1. Healthcare professionals
2. Airline pilots
3. Police and fire department officers
4. Attorneys



Safety-Sensitive Positions

Safety-sensitive positions are unique because:

- Some safety-sensitive workers have direct access to addicting substances.
- Safety-sensitive workers do best when offered cohort-specific treatment.
- Treatment of sufficient intensity and duration, along with therapeutic monitoring, has been shown to increase the sustained recovery rate from <50% to as high as 90%.
- *The healthcare professional's well-being affects overall public welfare.*

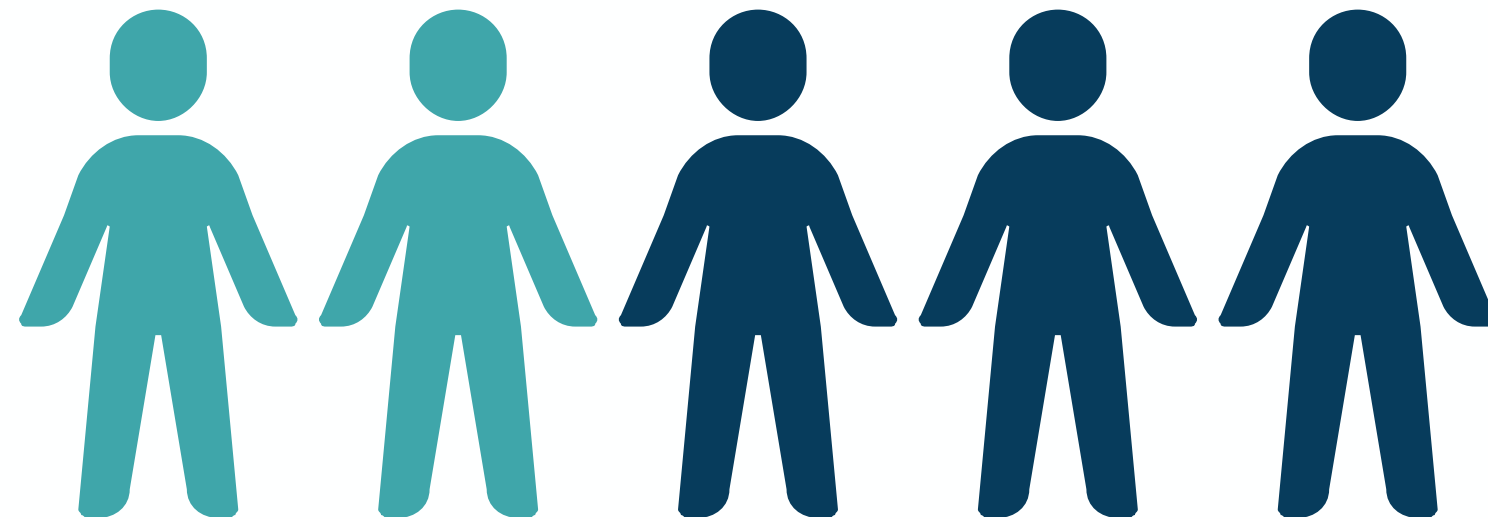


Seeking Help



Seeking Help

Only 2 in 5 licensees sought emotional support during the pandemic.



Primary Reasons Healthcare Professionals Do Not Seek Help



- Denial
- Fear of loss of employment
- Fear of loss of licensure
- Fear of financial loss
- Fear of loss of professional reputation
- Uncertainty as how and where to seek help

Primary Reasons Healthcare Professionals Did Not Seek Help



Overall Data from 2021 OhioPHP Covid-19 Well-being Survey

56%

time
commitment

40%

did not know
where to turn
for support

31%

confidentiality
concerns

Primary Reasons *Psychology Licensees* Did Not Seek Help

Data from 2021 OhioPHP Covid-19 Well-being Survey



28%
time
commitment

11%
cost of
counseling or
treatment



Safe Haven Program

Safe Haven Program

OHIO ADMINISTRATIVE CODE 4732-17-04



- A *confidential* resource for licensees of the Ohio Board of Psychology
- Developed in collaboration with the Ohio Board of Psychology for licensees struggling with burnout, mental health disorders, substance use disorders, or other health related conditions
- Program became effective on March 20, 2023

What is a Safe Haven Program?



- A clearly defined *confidential* path for individuals to seek help for burnout, mental health disorders, or substance use disorders
- A *safe space* for early intervention before patient safety becomes a concern
- Access to *quality* clinical screening/evaluation, treatment, long-term monitoring and support
- A *therapeutic* alternative to disciplinary action for illnesses such as mental health disorders or substance use disorders

Safe Haven Program

ELIGIBILITY



Any Ohio Board of Psychology licensee or applicant who needs assistance with a potential or existing impairment due to behavioral health, mental health disorders, or substance use disorders or other medical condition or illness is eligible for the safe haven program.

Safe Haven Program

ELIGIBILITY



Ohio Board of Psychology Licensees and Applicants:

- Psychologists
- School Psychologists*
- Certified Ohio Behavior Analysts

*School Psychologists currently licensed by the Ohio Department of Education will be eligible for the safe haven program in January 2025.

Safe Haven Program

INELIGIBILITY



In order to protect patient safety, any licensee who is unwilling or unable to complete or comply with any part of the safe haven program, including screening/evaluation, treatment, or monitoring is deemed ineligible.

Safe Haven Program Services

OHIO ADMINISTRATIVE CODE 4732-17-04



Services include but are not limited to the following:

- Screening and/or evaluation for possible impairment
- Referral to treatment providers for the purpose of evaluating and/or treating impairment
- Establishment of individualized monitoring criteria to ensure the continuing care and recovery from impairment
- Care coordination/case management



Poll Question #1:

As a licensee of the Ohio Board of Psychology, do you have a duty to report impairment?



Duty to Report Impairment

Yes! An Ohio Board of Psychology licensee must report to the Board a licensee who has committed an apparent violation of the statutes or rules of the Board.

If a licensee believes a colleague is suffering from a substance use disorder or physical or mental impairment, they may contact OhioPHP in lieu of making report to the board.



Duty to Report Impairment

Unless they are a participant in the safe haven program, a licensee must *self-report* a potential or existing impairment to the Board.



Duty to Report Impairment

The presence of impairment shall not excuse acts or preclude investigation or disciplinary action against a participant for other violations of Chapters 4732 of ORC and OAC (for example, sexual misconduct).



How Does OhioPHP Help?

- Wellbeing screenings
- Referrals for evaluations and treatment
- Care coordination
- Chronic illness management (therapeutic monitoring)

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
- Other issues impacting one's health and well-being

How does OhioPHP Help?

SCREENINGS



- Scheduled upon request from the licensee
- OhioPHP's clinical team will provide recommendations regarding the results of the screen to the participant
- Recommendations may include referrals for:
 - Additional diagnostic evaluations
 - Appropriate treatment programs as indicated
 - Individual counseling
 - Medication management
 - OhioPHP case management and monitoring for additional support

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 can ensure all aspects of an individualized treatment plan follows all rules and regulations and the licensees/applicants 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 licensees/applicants illness is being addressed fully.

How does OhioPHP Help?

CHRONIC ILLNESS MANAGEMENT



- Recommended for illnesses that could benefit from long-term, ongoing therapeutic support
- Standard monitoring agreements support a participant's progress for 1-5 years
- 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 Services?



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

- Burnout
- Stress
- Substance Use Disorders
- Anxiety
- Depression
- Bipolar Disorder
- PTSD
- Parkinson's Disease
- MS
- ALS
- Dementia
- Seizure Disorder
- Distressed/Disruptive Behaviors
- Others

OhioPHP Process



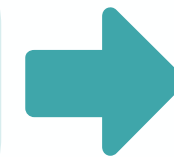
OhioPHP receives referral



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



Licensee *follows* OhioPHP's recommendations



Licensee may enroll in safe haven 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 Ohio Board of Psychology.

Why are PHP's 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 - 2022).

By The Way...

DUE TO SUPPORT FROM GENEROUS DONORS



OhioPHP services are offered
at *no charge* to participants!



Other Confidential Programs

Existing Programs

- Ohio Board of Psychology
- Ohio Chemical Dependency Professionals Board
- Ohio Occupational Therapy, Physical Therapy, and Athletic Trainers Board
- Ohio Veterinary Medical Licensing Board
- Ohio Vision Professionals Board
- State Medical Board of Ohio

Programs in Development

- Ohio Board of Nursing
- Ohio State Chiropractic Board
- Ohio State Dental Board
- Speech and Hearing Professionals Board



Case Examples

Case Example: John Doe, PhD

Employer Referral



John Doe, PhD, is a psychologist at a large primary care practice. His employer contacts OhioPHP because of concerns related to disruptive behavior.

OhioPHP conducts a well-being screening and determines that Dr. Doe is struggling with depression and burnout.

Case Example: John Doe, PhD

Employer Referral



Dr. Doe enrolls in the safe haven program, is connected with a therapist, and is recommended for a therapeutic monitoring agreement with OhioPHP. *His case remains confidential and he receives no disciplinary action with the Ohio Board of Psychology.*

OhioPHP provides advocacy for Dr. Doe to his employer.



Questions?

Please submit questions in the Q&A box.

Case Example: Jane Doe, PhD

Board Referral



Jane Doe, PhD, is a School Psychologist licensed by the Board of Psychology. A colleague notices the smell of alcohol on her breath and reports her to the Ohio Board of Psychology.

The Board subsequently refers her to OhioPHP as required by the safe haven program rule. A well-being screening is conducted and Dr. Doe is identified as having a substance use disorder.

OhioPHP provides several treatment options for Dr. Doe.

Case Example: Jane Doe, PhD

Board Referral



Dr. Doe enters treatment at one of the recommended facilities for her substance use disorder and enrolls in the safe haven program for confidential, therapeutic monitoring.

Dr. Doe follows all recommendations from her treatment provider and OhioPHP and remains in compliance.

Due to safe haven program rules, Dr. Doe avoids disciplinary action with the Ohio Board of Psychology.



Questions?

Please submit questions in the Q&A box.

Case Example: Josie Doe, COBA



Self Referral

Josie Doe, COBA, works for a small, local treatment provider. She attended an OhioPHP safe haven program training and contacts OhioPHP due to concerns related to her well-being.

OhioPHP conducts a well-being screening and identifies that Josie is suffering from professional burnout.

(ICD 11 - QD85)

Case Example: Josie Doe, COBA



Self Referral

OhioPHP recommends counseling and provides options in Josie's area.

It is not recommended for Josie to enroll in therapeutic monitoring at this time and her case remains confidential. OhioPHP periodically follows up on Josie's progress.



Questions?

Please submit questions in the Q&A box.

Case Example: Jack Doe, PsyD

Employer Referral



Jack Doe, PsyD, is reported to the Ohio Board of Psychology by his employer because of complaints received from a client. The Board subsequently refers Dr. Doe to OhioPHP and a well-being screening is conducted.

OhioPHP determines that Dr. Doe is suffering from an anxiety disorder, but he also reveals that he has engaged in a romantic relationship with a client.

Case Example: Jack Doe, PsyD

Employer Referral



OhioPHP recommends counseling and provides options in Dr. Doe's area. OhioPHP is required to report his romantic relationship with his client to the Board.

Dr. Doe receives disciplinary action for a boundary violation *but his mental health disorder remains confidential.*



Questions?

Please submit questions in the Q&A box.

Case Example: Jade Doe, COBA



Board Referral

Jade Doe is a Certified Ohio Behavior Analyst at a children's hospital. She reports a DUI on her license renewal. The Ohio Board of Psychology refers Jade to OhioPHP and a well-being screening is conducted.

OhioPHP finds no evidence of a substance use disorder. OhioPHP sends a letter to the Board with this information. *Jade's case is closed and no disciplinary action is taken.*



Questions?

Please submit questions in the Q&A box.



Other Resources

Suicide Prevention Screening



Well-being Checkup And Referral Engagement Service
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



So, that was a lot...

HERE IS WHAT YOU NEED TO KNOW

- There is a confidential program for licensees of the Board of Psychology. This is the safe haven program.
- Quality professional treatment and long-term monitoring (chronic illness management) have a immensely positive impact on recovery rates (SUD).
- A Board of Psychology licensee's "Duty to Report" impairment is fulfilled by contacting OhioPHP.
- OhioPHP can provide screening, assessment and treatment referrals for burnout, mental health disorders, and substance use disorders.
- *When in doubt, call OhioPHP!*



IMPORTANT INFORMATION!

- Please add ohiophp.org to your safe senders list. All questions can be sent to info@ohiophp.org
- Must complete post test survey in order to receive continuing education certificate and receive at least a 70%
- Survey can be found in the following places:
 - If on computer, survey should automatically show at the conclusion of this training
 - After this training you will receive an email from Zoom with the survey link
 - QR code on following slide
 - Link is in chat box
- CE Certificates will be emailed, please keep a copy of the certificate.
- ***CE Certificates will be sent directly to Ohio Psychological Association. You do not need to email them.***
- Surveys must be completed by **October 16, 2023**
- CE certificates will be sent via email by **October 27, 2023**



Thank you!

*Please complete this
3-minute survey:*



OhioPHP.org



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