

Fact Sheet for the Health Professionals' Services Program

1. Referral to the Health Professionals' Services (HPSP) Program:

- a. **Board Referral:** Participating boards may refer to the HPSP program as an alternative to discipline or in conjunction with disciplinary action.
- b. **Self-referral:** Licensees may self-refer to the program by calling 888-802-2843 and identifying that they would like to self-refer.
- c. All enrollment forms can be found on the HPSP website: www.hpspmonitoring.com

2. Eligibility:

- a. Must be licensed in the state of Oregon.
- b. Must have a diagnosis of substance abuse disorder, mental health disorder, or both.
- c. Self-Referrals may NOT be under investigation by their licensing board.

3. Contacting HPSP:

- a. Phone: 1-888-802-2843
- b. Email hpsp@ibhsolutions.com
- c. Calls are returned within 24 hours. The hours of operation are 7:30am-5:00pm PT Monday-Friday. Calls left after business hours on Fridays or holidays will be returned on the next business day.
- d. Website: www.hpspmonitoring.com. Current guidelines governing the program and monthly newsletters are posted on the website.
- e. Once enrolled, all licensees will have an agreement monitor assigned who will work with them throughout the licensee's enrollment in the program.

4. Costs:

- a. Toxicology testing: \$60 to \$125 per test depending on the testing panel. Test cost includes collection, transportation, analysis, and Medical Review Officer. With compliance, the testing frequency will reduce annually. The grid below represents the estimated toxicology cost per year assuming licensee maintains programs compliance

Year	Expected Tests	Estimated Cost (poly substance)	Estimated Cost (alcohol)
1	36	\$2,423	\$2,093
2	24	\$1,615	\$1,396
3	18	\$1,211	\$1,041
4 +	18	\$1,211	\$1,041

- b. Any third party evaluations that may be required, including a fitness for duty evaluation. Cost varies from \$300-\$1500. Payment is made directly to the third party evaluator.
- c. Safe Practice evaluation required for self-referrals: \$1500
- d. Mental health/substance assessment required for self-referrals: \$300-\$1500. Payment is made directly to the third party evaluator.
- e. Medical Board licensees must pay for weekly group meetings for initial two years: \$42 per week
- f. Medical Board licensees with a substance use disorder must pay for meetings with a periodic monitoring consultant upon the completion of group meetings. Fee varies according to licensure of consultant.
- g. Costs tend to decrease in years two-five, due to decrease in testing frequency.

5. Program requirements:

- a. Toxicology testing: licensees with a substance use disorder diagnosis must have a *minimum* of 24 tests for two years by law. Mental health only diagnosed licensees do not test unless required by board or third party evaluation. Testing frequencies are generally determined as follows:
 - i. First year testing frequency is usually between 32-46 tests.
 - ii. Testing frequency may be increased depending on monitoring circumstances.

- iii. Additional tests are required if:
 - 1. Licensee fails to test on a scheduled day.
 - 2. Licensee misses four calls to the interactive voice response system within a 12 month period.
 - 3. Licensee has a positive toxicology test.
 - 4. Licensee has one or more toxicology tests that are dilute (both specific gravity at or below 1.002 and creatinine at or below 20 mg/dl) or have normal specific gravity but creatinine at or below 15 mg/dl
- b. Self-help meetings for licensees with substance disorders.
- c. Individual or group treatment.
- d. Medication management sessions.
- e. Weekly contact with the agreement monitor.
- f. Workplace monitoring, when employed.
- g. Third party evaluation following a positive test or a non-negative test or if there are safe practice concerns.
- h. Licensees must have two years of continuous compliance in order to graduate from program.
- i. Length of program is determined by licensing board, typically
 - i. Dental and Pharmacy Board: Five years
 - ii. Nursing Board: Four years for licensees with substance abuse diagnosis and two years for licensees with mental health only diagnosis
 - iii. Medical Board: Five years for substance dependence diagnosis and two years for mental health only and mild substance use disorder diagnosis
- j. **For Board of Nursing Licensees only:** Minimum of two years of monitored practice for licensees with substance abuse diagnosis and a minimum of one year of monitored practice for licensees with mental health diagnosis only. Whenever working, individual practice will be monitored throughout entire program participation.
- k. **For Medical Board Licensees only:** Individual and group monitoring sessions and 20 hours of educational training.

6. Non-compliance to HPSP Requirements (includes but not limited to):

- a. Failure to enroll.
- b. Engagement in criminal behaviors.
- c. Engagement in conduct that caused injury, death, or harm to the public.
- d. Receiving a positive toxicology test.
- e. Violation of a restriction on the licensee's practice imposed by the program or the licensee's board.
- f. Impairment in a health care setting in the course of the licensee's employment.
- g. Civil commitment for mental illness.
- h. Entering into a diversion agreement but failing to participate in the program.
- i. Failure to comply with any additional rules adopted by my licensing board regarding participation in the Program.

7. What happens following a report of non-compliance:

- a. Report is sent to the appropriate licensing board.
- b. Employer is notified.
- c. For a positive test, licensee needs a third-party evaluation and must step down from practice.
- d. Licensing Board determines any action that may be initiated in regard to licensee's status in the program and license.
- e. HPSP program may increase toxicology testing, ask licensee to step down from the workplace and/or require a third-party evaluation.

8. Additional information: Additional information may be found on the HPSP website: www.hpspmonitoring.com. Look at the newsletters, Guideline, and other useful information tabs.