



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. **Board of Dentistry** does not allow self-referrals into HPSP.
- d. All enrollment forms can be found on the HPSP website: www.hpspmonitoring.com

2. Eligibility:

- a. Must be licensed by the Oregon Medical Board, Oregon State Board of Nursing, Oregon Board of Dentistry or Oregon Board of Pharmacy.
- b. Must have a diagnosis of substance use disorder, mental health disorder, or both.
- c. Self-Referral licensees may NOT be under investigation by their licensing board.

3. Contacting HPSP:

- a. Phone: 1-888-802-2843. 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.
- b. Email hpsp@uprisehealth.com
- c. Website: www.hpspmonitoring.com Current guidelines governing the program, program forms and monthly newsletters are posted on the website.
- d. 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 services. With compliance, the testing frequency will reduce annually for the first three years. The grid below represents possible toxicology costs per year, although test price and number of tests vary greatly.

| Year | Average # of Tests | Average Total Cost (poly substance) | Average Total Cost (alcohol) |
|------|--------------------|-------------------------------------|------------------------------|
| 1 | 36 | \$2,423 | \$2,093 |
| 2 | 24 | \$1,615 | \$1,396 |
| 3+ | 18 | \$1,211 | \$1,041 |

- b. Any third-party evaluations that may be required, including a fitness for duty evaluation. Costs will vary and are dependent on each evaluator. Payment is made directly to the third-party evaluator.
- c. Safe Practice Investigation required for self-referrals: \$1500
- d. Mental health/substance assessment required for self-referrals: Cost varies depending on evaluator. 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.

5. Program requirements may include:

- a. Toxicology testing: Most licensees will participate in toxicology testing. Licensees with a diagnosis of substance use disorder will test for the duration of the monitoring contract. Licensees with a mental health diagnosis and no co-occurring substance use diagnosis will generally complete six toxicology tests in the first six months of the program, after which time further testing **may** be discontinued.

Testing frequencies for licensees with a diagnosis of substance use disorder are generally determined as follows:

- i. First year testing frequency is usually between 32-46 tests.



- ii. Testing frequency may be adjusted depending on monitoring circumstances.
- iii. The lowest allowable testing frequency is 18 tests per year
- iv. Additional tests are required if:
 - 1. Licensee fails to test on a scheduled day.
 - 2. Licensee misses four or more daily testing notification check-ins 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 assigned HPSP Agreement Monitor.
- f. Workplace monitoring, when employed.
- g. Third party evaluation following a positive test or if there are safe practice concerns.
- h. **For Medical Board Licensees only:** Individual and group monitoring sessions and 20 hours of continued medical education.

6. Length of Monitoring

- a. Licensees must have two years of continuous compliance in order to graduate from program.
- b. 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 use disorder diagnosis and two years for licensees with mental health only diagnosis
 - iii. Medical Board: Five years for licensees with substance use disorder, moderate or severe diagnosis and two years for licensees with mental health only diagnosis or substance use disorder, mild diagnosis.
- c. **For Board of Nursing Licensees only:** Minimum of two years of monitored practice for licensees with substance use disorder diagnosis and a minimum of one year of monitored practice for licensees with mental health diagnosis only. Practice will be monitored whenever working throughout entire program participation.

7. Non-compliance with HPSP Requirements includes but is 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 one's licensing board regarding participation in the Program.

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

- a. Report is sent to the appropriate licensing board.
- b. Employer is notified.
- c. If non-compliance is due to a positive test, licensee must obtain 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.

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