Professional Assistance Program-NJ
Presents: Physician Impairment

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HISTORICAL DATA

- 1974 … AMA Council On Behavioral Health Published “The Sick Physician”
- Recommended The Development Of Committees And Programs To Address The Issue
- Recommended Legislation To Treat Rather Than to Punish The Sick Physician
- JCAHO MANDATE … 1/1/01
- JCAHO MANDATE … 2/1/04
THE PROGRAM

• Established as the PHP-MSNJ in 1982; now PAP-NJ … 1st Full time Program in US
• “Voluntary” Participants
• Evaluations; Treatment; Monitoring; & Advocacy; “Hospital Authorized Party”
• All Diseases/Disorders of Impairment
• Education and Prevention Programs
• NATIONAL REPUTATION
PROGRAM MISSION

• To Provide A Means To Identify, Evaluate, And Treat Physicians Who May Have DISEASES OF IMPAIRMENT
• To Protect The Public Safety
• To Provide Expert Monitoring
• To Document Physician Recovery
• De-Stigmatize Diseases Of Impairment
DISORDERS OF IMPAIRMENT

• Alcohol Use Disorders
• Drug Use Disorders
• Psychiatric Disorders
• Disruptive Disorders
• Psychosexual Disorders
• Metabolic Disorders
• Physical Disorders
REFERRAL SOURCES

- Colleagues
- Office Staff Personnel
- Residency Program Directors
- Hospital JCAHO Committees
- Family Members
- State Board Of Medical Examiners
- Attorney General’s Office
- Out Of State Physician Health Programs’
THE PROCESS

• Initial Interview - “Face - To - Face”
• Review Of Referral Information
• Alcohol And Drug Use History
• Previous Drug And Alcohol Treatment History
• Psychiatric History
• Past Medical History
THE PROCESS

• Legal History
• Family History
• Review All Pertinent Data
• Psychiatric Evaluation
• Comprehensive Medical Examination
• Neuropsychological Evaluation
• Random Urine Test
DIAGNOSIS

- Compilation Of All The Data
- DSM-IV Criteria For Substance Use
- DSM-IV Criteria For Psychiatric Disorders
- Laboratory Test Results For Metabolic Disorders
- Results Of Psychometric Testing
TREATMENT PLANNING

• Selection Of Level Of Care … ASAM
  Patient Placement Criteria (ASAM-PPC 2)
• Referral To Appropriate Therapist
• Monthly “Face To Face” Visits
• Random Urine Testing
• Regular Treatment Progress Reports
• Quarterly Reports
TREATMENT WORKS

• Full Treatment Experience (Detoxification; Rehabilitation; Maintenance)
• General Population recovers @ 77% @ 1 yr
• Physicians Recover @ 92 % @ 1 yr
• Detoxification & Rehab Only @ 33% @ 1 yr
• Detoxification Alone @ < 10% @ 1 yr
IMPAIRED REVIEW COMMITTEE

- Established By Regulations 1994
- A Committee Of The SBME
- 5 Voting Members: 2 State Board of Medical Examiners; 2 MSNJ; 1 Commissioner Appointee
- Reviews Each Physicians’ Health Program Case By Code Number
- Enrolls Appropriate Cases Into ARP
ALTERNATE RESOLUTION PROGRAM

• Allows For The Monitoring Of Physicians Without Formal Administrative Action
• Allows For Continued Monitoring Of Physicians In Recovery From Diseases Of Impairment
• Provides Opportunities For Physicians To Anonymously Seek Help For Their Illnesses Without Punishment
ALTERNATE RESOLUTION PROGRAM

- Regular Reports And Follow Up Reports
- Revision Of Treatment Plans As Per Impairment Review Committee
- Discharge Or Release From Program After Five Years
- Allows For “No” Answers On Biennial License Renewal Applications
IMMEDIATE REPORT
OF RELAPSE
SUMMARY

• Professional Assistance Program (PAP) … 1982 as PHP
• Treatment Works
• Impairment Review Committee
• Alternate Resolution Program
• Treatment And Advocacy While Protecting The Public Safety
• “Hospital Authorized Party” JCAHO
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