



WASHINGTON PHYSICIANS HEALTH PROGRAM

WASHINGTON
PHYSICIANS
HEALTH PROGRAM

2015

annual report

Program Overview

The Washington Physicians Health Program (WPHP) has served the healthcare providers of Washington State since 1986. Founded by the Washington State Medical Association to reach out to troubled colleagues, WPHP services include crisis intervention, informal assessment, referrals for evaluation or treatment, treatment monitoring, education and outreach, and support for providers, their employers and families who need our help. This primarily includes healthcare providers who have a mental or physical condition that could affect their ability to practice with reasonable safety to patients. Examples of these conditions are substance abuse or dependence, severe major depressive disorder, bipolar mood disorder, cognitive disorders, severe anxiety disorders, personality disorders, and physical disorders such as multiple sclerosis and chronic pain. WPHP is a physician-directed program with an experienced staff. The organization is dedicated to helping healthcare providers recover and promoting patient safety by intervening on illnesses before they affect patient care.

WPHP is a confidential resource for healthcare providers and supports all health-related concerns including:

- substance abuse or dependence
- depression and psychiatric conditions
- stress-related illnesses
- cognitive and physical disorders

WPHP Mission

To facilitate the rehabilitation of healthcare providers who have physical or mental conditions that could compromise patient safety and to monitor their recovery.

Dear Friends,

As Chair of the Washington Physicians Health Program Board of Directors, it is my pleasure and privilege to welcome you to our Annual Report. This year WPHP celebrates three decades of service to our healthcare community as a leader in addressing the challenges of clinician health.

Thanks to the leadership of an outstanding clinical and administrative team along with an engaged board, WPHP has continued to rise to the challenge of an increasingly complex practice environment, addressing the diverse needs of increasing numbers of clients.

Over the past 30 years the focus of WPHP has been unchanging: we protect patient safety by assisting healthcare professionals

experiencing issues that may impair their ability to practice, while offering compassionate care and monitoring to our clients. The quality of our program and rate of our success are among the top in the nation. I invite you to see the many ways in which we've been able to positively affect the lives of over 1200 health care professionals during our history.

Thank you for your support and continued interest in our programs, our services and our mission of advancing clinician health and patient safety.

Edward A. Walker, MD, MHA
Chair, WPHP Board of Directors



Client Story

Dr. Jill had known adversity, and overcome it. She was just 18 years old when she got sober through treatment and active engagement in 12-step recovery. In stable recovery, she found that she was a smart and capable individual with a strong desire to help others. An exemplary student, she attended prestigious colleges, ultimately completing medical school, and a competitive training program in internal medicine. With 22 years of sobriety under her belt and the demands of a career and family mounting, Dr. Jill began drifting away from her recovery program and was ill prepared when a traumatic motor vehicle accident left her with a spinal cord injury, in severe chronic pain, hopeless and demoralized.

Overwhelmed by pain and trauma, Dr. Jill's life began to unravel. She was unable to practice medicine and ended up on high dose opioid treatment to manage chronic pain exacerbated by rheumatoid arthritis, weight gain, and depression. She relapsed to alcohol use and her family fell apart. In the wake of a failed attempt to re-enter medicine

her medical license was suspended with little hope of ever practicing again. In desperation she called WPHP.

With WPHP's support, Dr. Jill was assessed by experts who helped her see how the pain medication was negatively impacting her life and her ability to return to medical practice. Dr. Jill became committed to getting off all pain medication and dedicated herself to working an active recovery program. Over the next year she started attending 12-step meetings again, got a sponsor, and worked closely with her doctor to taper off the pain medication. Dr. Jill's strong recovery program and an evaluation demonstrating her fitness for duty earned her WPHP's advocacy and support in returning to active medical practice.

Dr. Jill still had a suspended medical license. She had been out of practice for 10 years and needed to get her license back.

WPHP engaged in an innovative collaboration with the Washington Medical Quality Assurance Commission to map a practice re-entry pathway for Dr. Jill.

It required Dr. Jill complete a 12-week physician re-entry training course. However, the cost of such a course was beyond Dr. Jill's financial means. Ever hopeful, WPHP engaged the Washington Department of Social and Health Services, Division of Vocational Rehabilitation, to obtain the funding needed to support Dr. Jill's re-entry training. Though they had never before funded such a program for a physician, WPHP convinced them that Dr. Jill had skills that were desperately needed and outstanding rehabilitation potential. As the result of WPHP's advocacy Dr. Jill got the funding and successfully completed the training. Armed with her stable recovery, a strong plan for safe re-entry to clinical practice, and with WPHP at her side Dr. Jill's license suspension was terminated, paving the way for license reinstatement.

Through an introduction made by WPHP, Dr. Jill has a promising opportunity to work as a primary care physician in a federally qualified community health system in Washington. They are able to offer Dr. Jill the structured return to practice she needs, while Dr. Jill will be providing critical primary care medicine to Washington's most economically disadvantaged patients, creating a win for everyone.

Dr. Jill's family life has stabilized and she is healthier now than she has ever been - physically, emotionally, and spiritually. She credits WPHP with these blessings. "WPHP saved my life, and hopefully my career. You went above and beyond for me, and I am forever grateful."



2015 Wellness Program

Since our inception by the Washington State Medical Association in 1986, WPHP has been structured as a "crisis response" organization designed to intervene on, rehabilitate and monitor the recovery of healthcare providers with medical illnesses causing an unacceptable risk of impairment. While no one knows the prevalence of potential workplace impairment situations in medicine, experts speculate it is roughly 1% of providers in the course of a year.

In 2014, after years of focusing exclusively on this 1%, WPHP identified a growing need to address gaps in wellness services for the 54% of physicians endorsing one or more symptoms of burnout. WPHP sought to provide wellness-based programs to a sizable minority of professionals who did not otherwise have access to programs designed to reduce burnout and improve resiliency. As such, our wellness efforts focused on Mindfulness-Based Stress Reduction

(MBSR), an evidence-based intervention for burnout, to doctoral-level medical professionals throughout our state.

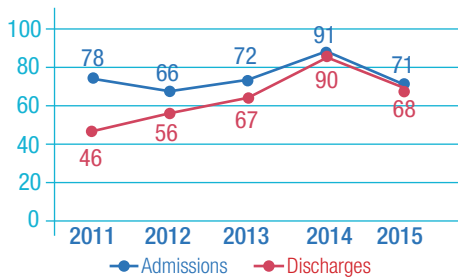
WPHP offered a total of eight separate five-session MBSR series in Seattle, Mt. Vernon, Spokane and Kirkland, two single-day mindfulness workshops, and a Compassion Cultivation Training Workshop in 2015.

Fortunately the service gaps in professional wellness that WPHP first sought to fill appear to be shrinking. In 2016, we will continue to provide targeted services where they are needed most while also working collaboratively with our stakeholders to identify new areas where our expertise in physician health can be helpful in promoting wellness and reducing distress.

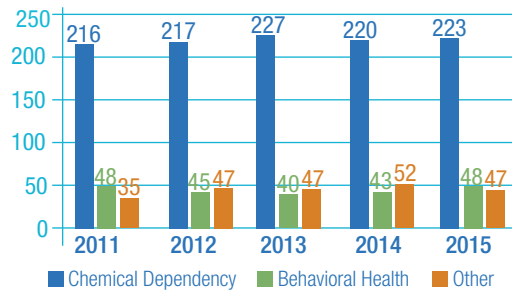
Please check www.wphp.org for more details.

2015 Participants

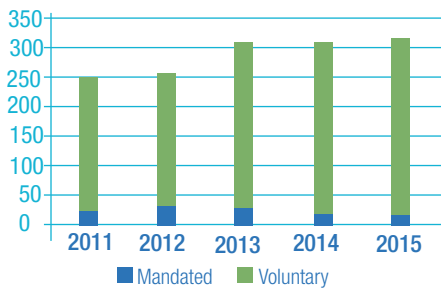
Annual Program Admissions & Discharges



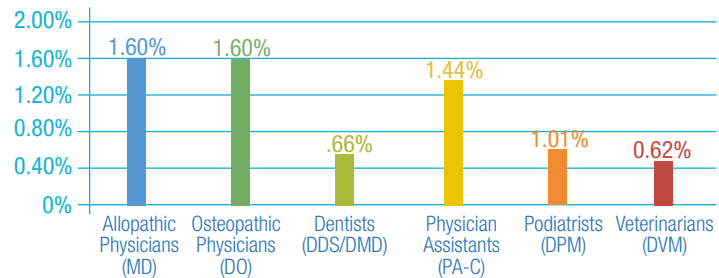
Program Participants by Contract Type



Program Participants by Case Type

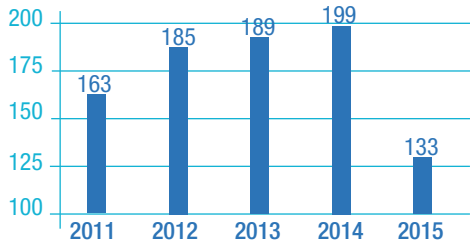


2015 Program Participants as a Percentage of WA State License Holders Actively Practicing in WA

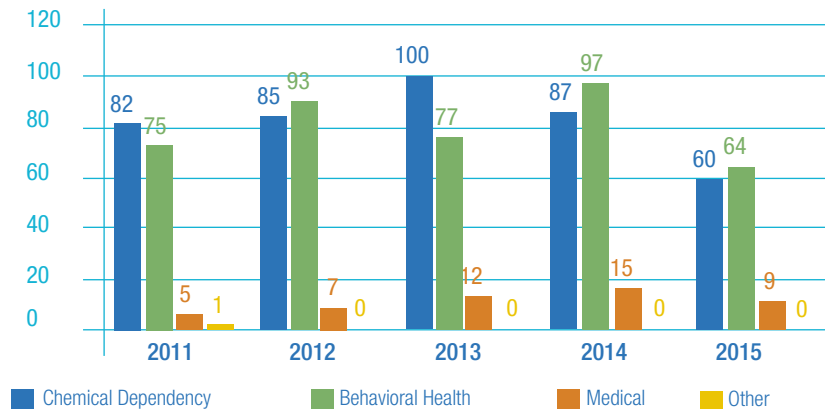


2015 Referrals

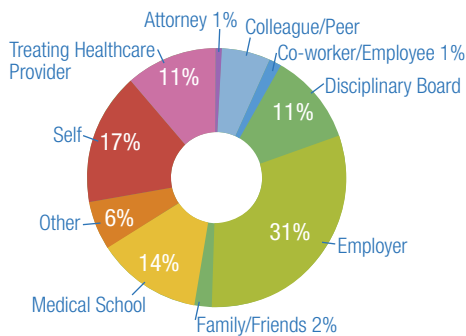
Annual Referrals



Annual Referrals by Category



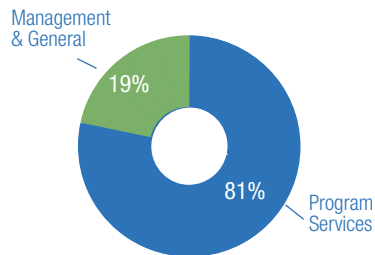
2015 Referrals by Source



2015 Referrals by Location Total:133



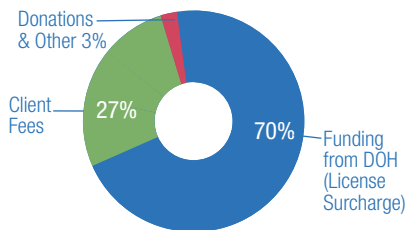
FY2015 Functional Expenses



In the 2015 fiscal year, 70% of WPHP's funding was derived from a surcharge on professional licenses. The next largest source of revenue, 27%, was from client fees. Thirdly, 3% of program revenue came from donations and other sources. In terms of WPHP's expenditures, 81% went to program services and 19% went to administration. According to United Way, the optimum range for administrative expenses is 15-25% in order to properly support an organization's mission. We are pleased that we are able to stay on the low end of that range.

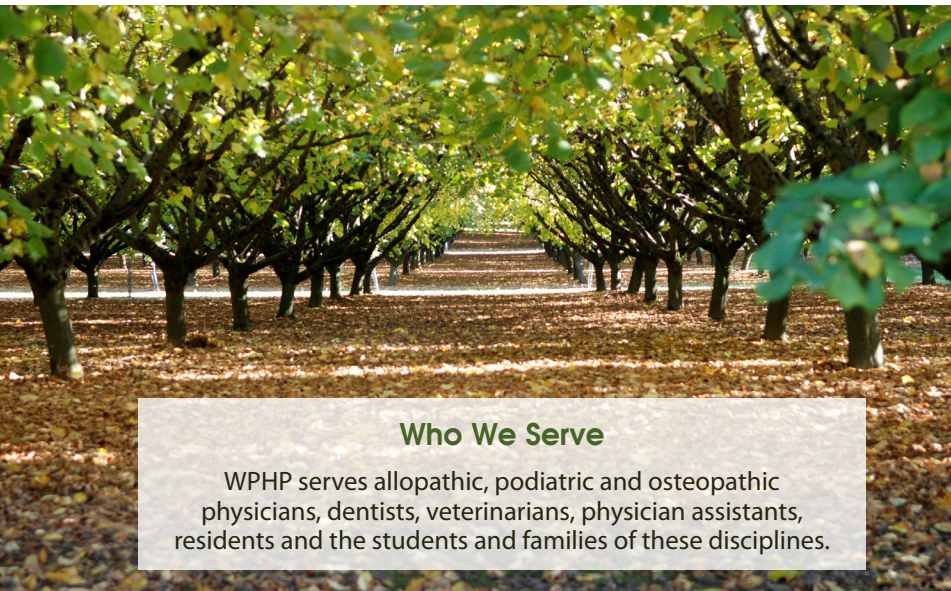
WPHP provided \$46,858 in financial assistance in the 2015 fiscal year. 55% of the financial assistance supported clients in paying their monthly client fees. 27% supported clients through the Thomas Hornbein, MD Direct Aid to Clients Fund, which helps individuals experiencing financial hardship access evaluation and treatment services. 18% supported clients through the Lynn R. Hanks, MD Reunion Scholarship Fund, which provides financial assistance to allow clients and their significant others attend the WPHP Annual Reunion.

FY2015 Revenue Sources



The Washington Physicians Health Program wishes to express its gratitude to all of the individuals, organizations, agencies, and others who have contributed their time, energy, and financial support. Without your help, WPHP would not be able to support its mission.

Private contributions help the organization assist healthcare providers, conduct research into substance abuse and prevention of impairment, provide scholarships for those who could not otherwise afford treatment, and support education and outreach efforts in the community. Please help WPHP continue to make a difference in the lives of healthcare providers and their patients in the state of Washington.



Who We Serve

WPHP serves allopathic, podiatric and osteopathic physicians, dentists, veterinarians, physician assistants, residents and the students and families of these disciplines.

Outreach

WPHP outreach efforts included 51 hours of educational presentations in 2015! WPHP helps raise awareness about health-related concerns among healthcare providers and providers in training so that audience members are better able to access WPHP services and support the health of their colleagues. Staff members are available to provide educational articles, live and web-based programs, and continuing medical education on a number of topics such as:

- Addiction in Healthcare Providers
- Stress, Burnout and Improving Physician Resilience
- The Neurobiology of Addictive Illness
- Addressing Physician Depression and the Risk of Suicide
- Recognizing Behavioral Indicators of Workplace Impairment
- Management of Disruptive Behavior in Healthcare Providers
- Medical and Recreational Cannabis Use

For more information see wphp.org or call (206) 583-0127



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