



## WPHP's 2025 Annual Report: Highlighting a Year of Health Support and Impact

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The Washington Physicians Health Program (WPHP) has released our [2025 Annual Report](#) presenting key program outcomes, organizational impact, and the vital role we play in supporting healthcare professionals throughout the state. For 40 years, WPHP has earned a reputation as Washington's trusted resource for restoring the health of medical professionals. Our work is guided by a simple yet highly effective principle: confidential support, not discipline, is the most effective way to promote a healthy, safe, and resilient healthcare workforce.

WPHP truly makes a difference - our program participants, along with their families, patients, and communities, all benefit from our efforts. None of this would be possible without the support of the licensees whose surcharges underwrite our work; the courage and compassion of those who reach out on behalf of themselves or a peer; the collaboration among employers, health organizations, professional associations, and Boards and Commissions, with whom we partner; and the dedication of our volunteer Board of Directors who guide our mission.

WPHP provides assistance for any health condition that can impact safe practice. This includes mental health conditions, medical conditions, cognitive issues, substance use disorders, stress, and burnout. WPHP is a fully voluntary program, providing early intervention, assessment, treatment referral, and post-treatment health support for medical professionals who may not be able to practice safely. Consultation with WPHP can help determine whether a referral to the program is indicated or whether other forms of support and resources may be more suitable.

Referrals to WPHP are confidential and help protect the well-being of health professionals and the patients they serve. In 2025, WPHP supported 385 health professionals in the medical community. 60% of program participants reported finding greater satisfaction in work since joining WPHP and 85% of participants describe their experience as helpful or lifesaving.

Health outcomes remain strong. WPHP program participants report an 89% improvement in illness. And 68% say their quality of life has improved. 85% of participants with moderate to severe substance use disorder have no return to use at five years compared with 30-50% return to use among the general population within one year of initial treatment. Program participants also report less burnout in comparison to U.S. Health Professional burnout figures. Compared to the time before entering WPHP, thoughts of hopelessness, suicide, or suicidal behaviors, have resolved or decreased greatly by 88% of participants.

Advocacy is also a key component of WPHP's mission. Core efforts include providing verification of health status, program participation, and safety to practice. Once a health professional has completed treatment or has entered a health support agreement, WPHP can advocate on their behalf in employment, insurance, regulatory, and legal matters to support continuation or re-entry to practice. 88% of participants report needing and benefiting from WPHP's advocacy.

WPHP is an independent, physician-led, nonprofit 501(c)(3) organization. In 2025, WPHP provided grants totaling \$207,450 to 73 participants in need. These grants and scholarships were made possible through the generous support of donors, a contract with the University of Washington focused on supporting medical students and residents, and unreimbursed contributions from WPHP operating budget. Together, these resources supported participant access to toxicology testing, evaluation and treatment, our annual reunion, and ongoing WPHP services. We are deeply grateful to our donors and partners for helping make a difference in the lives of health professionals. To learn more or to make a contribution, please visit our [donation page](#).

### WPHP Presentation Offers Continuing Education Credit

Through our outreach efforts in 2025, WPHP delivered 46 educational presentations to the medical community highlighting our program and services, along with a range of relevant health-related topics. We also recently produced a one-hour educational video presentation entitled "[WPHP Overview & Impairment.](#)" This educational activity is approved by the CineMed for a maximum of 1 *AMA PRA Category 1 Credit(s)*™ and is available free of charge on our website. Physicians should claim only the credit commensurate with the extent of their participation in the activity. Other health professionals may also be eligible for CE credit through our continuing education. Please see our [website](#) for details.

We encourage those in the medical community to watch this presentation to better understand how impairment is defined and how it applies to health professionals, including the ethical and legal obligations related to responding to concerns of impairment. Viewers will learn to recognize the signs of impairment in health professionals and identify barriers to effectively addressing these concerns. The presentation also explains the process by which WPHP assists health professionals with impairment-related concerns and highlights the principles of effective advocacy that balance public trust and patient safety with the rehabilitative needs of health professionals. Outcomes that demonstrate WPHP's effectiveness and the benefits of program participation are also reviewed.

### New ACGME Resource Feature PHPs: Confidential Support for Clinicians and Trainees

WPHP is pleased to share that Physician Health Program (PHP) resources are now featured on the Accreditation Council for Graduate Medical Education's (ACGME) Learn at ACGME platform, expanding national awareness and access to residency and fellowship programs. ACGME is a private, nonprofit organization that sets and enforces educational standards for U.S. residency and fellowship programs.

Physicians and trainees face unique stressors that can affect their health and well-being. PHPs provide a confidential, effective pathway to support healthcare professionals while promoting patient safety, offering assessment, referral, health verification support, and advocacy in a non-punitive framework.

Explore the resources here:

- [ACGME Well-Being in GME](#)
- [Physician Health Programs \(PHPs\): Support for Clinicians, Safety for Patients](#)

This work reflects the leadership of Federation of State Physician Health Programs (FSPHP), including Dr. Bundy, WPHP Executive Medical Director and FSPHP Chief Medical Officer, and contributions from colleagues across graduate medical education, including Dr. Stuart Slavin, ACGME Vice President, Well-Being, and members of the ACGME Affinity Group on Access to Mental Health Care, which works to strengthen mental health support for residents and fellows.

As WPHP continues this important work, our mission remains as vital as ever. For 40 years, we have been dedicated to supporting the health and well-being of health professionals. If you or a colleague need help, please reach out to us at [wphp.org](http://wphp.org) or 800-552-7236.

