



OhioPHP

When a Healthcare Professional Needs Help

*An overview of the safe haven program
for Ohio Speech and Hearing Professionals
Board licensees*

Presented by:
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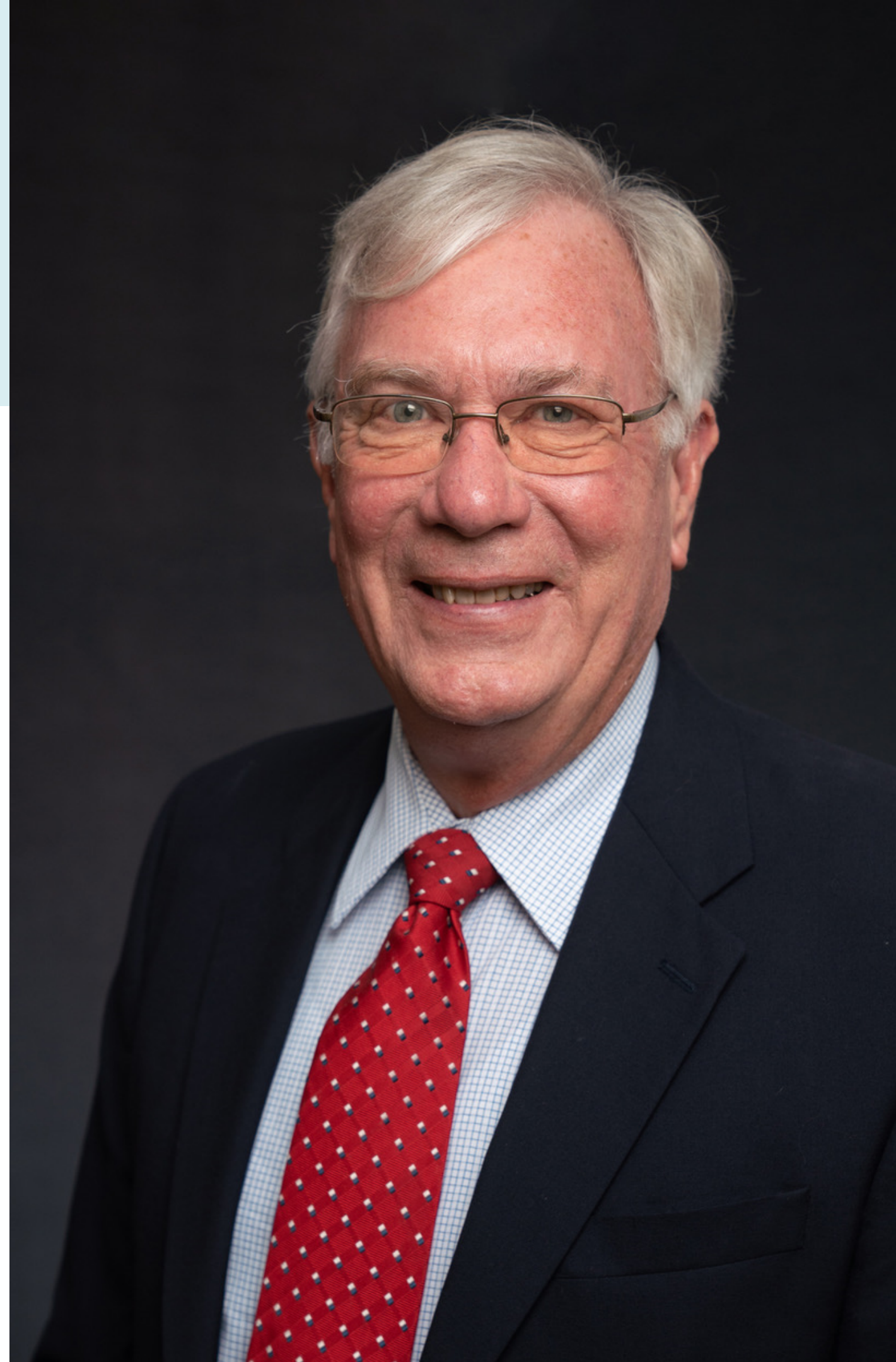
This activity has been approved for 1 clock hour of continuing education related to ethics by the Ohio Speech and Hearing Professionals Board for the 2025-2026 practice biennium



Who am I?

Richard N. Whitney, MD, DABAM, FASAM
Medical Director

- Joined OhioPHP in 2021
- Served as Medical Director at Shepherd Hill for 17 years
- Diplomate of the American Board of Addiction Medicine
- Fellow of the American Society of Addiction Medicine

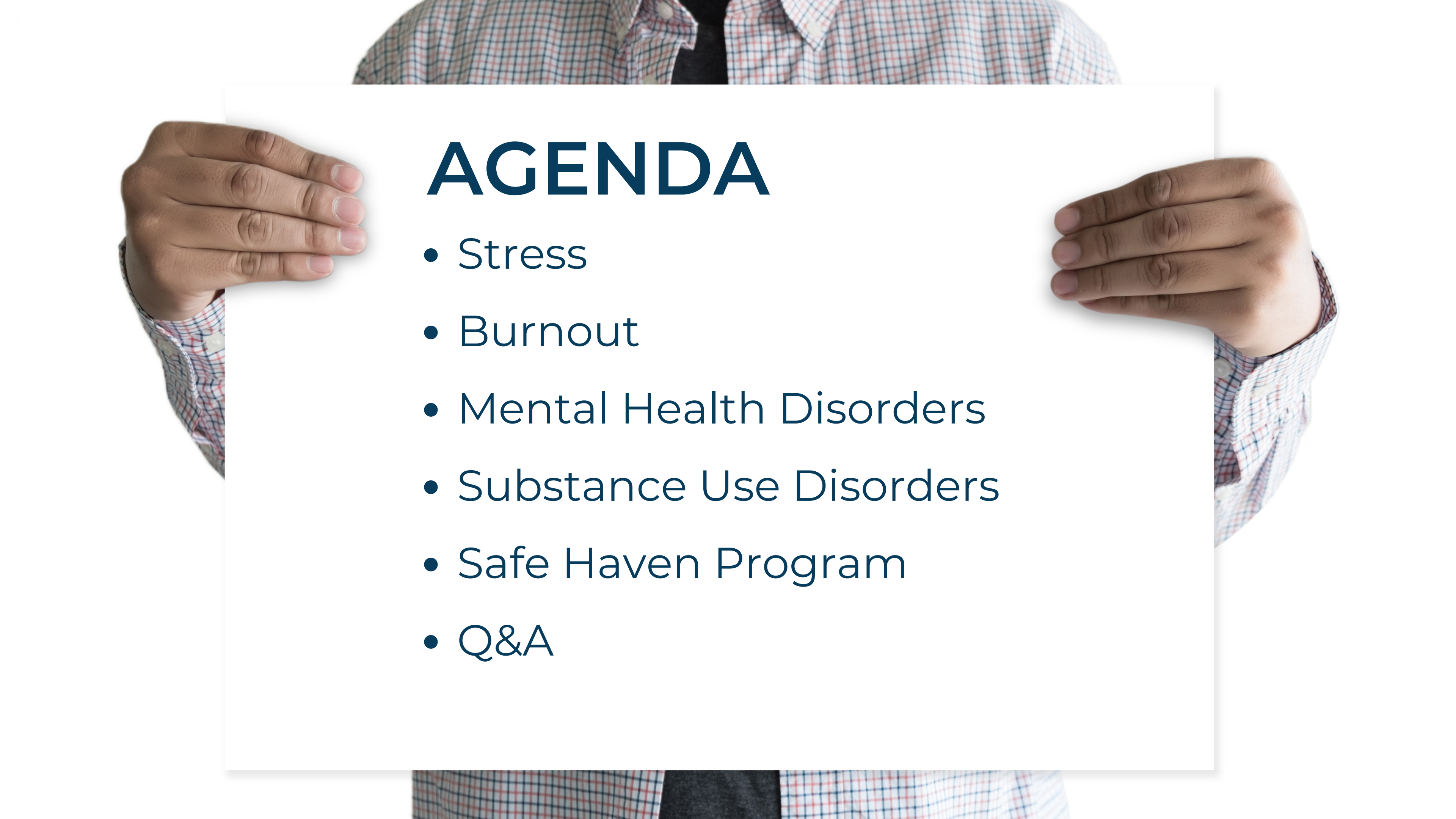




What is OhioPHP?

The Ohio Professionals Health Program (OhioPHP) is a nonprofit organization that started as a group of physicians wanting to support their peers struggling with mental health or substance use disorders.

Today, OhioPHP assists hundreds of healthcare workers across the state with a wide range of concerns including stress, burnout, mental health, or substance use disorders and much more!

A person wearing a red, white, and blue checkered shirt is holding a large white rectangular sign. The sign contains the word 'AGENDA' in large blue letters, followed by a bulleted list of topics. The person's hands are visible on the left and right sides of the sign, and their torso is visible at the top and bottom.

AGENDA

- Stress
- Burnout
- Mental Health Disorders
- Substance Use Disorders
- Safe Haven Program
- Q&A



What is Stress?

The discrepancy between the demands of a situation and the capacity of the individual or group to deal with it comfortably.

Potential Difficulties During Training



- Extreme competition
- Social isolation
- Sleep deprivation
- Pressure to excel
- Self-neglect
- Cynicism
- Expectations of perfection
- Conflict of values
- Making difficult decisions
- Lack of limits
- Suppressed emotions
- Lack of balance
- Hierarchical culture
- Minimal control of situations

Stress in the Workplace

Causes



- Increased workload
- Decreased autonomy
- Feeling a loss of control
- Pressure to increase productivity and quality with insufficient resources
- Inability to balance obligations



Symptoms of Stress

Behavioral Symptoms

- Sleep difficulties
- Increased smoking
- Increased alcohol consumption
- Increased casual sex
- Dietary changes/extremes
- Grinding of teeth
- Finger or foot tapping

Emotional Symptoms

- Feeling overwhelmed
- Irritability
- Feeling depressed
- Intolerance of others
- Aggressiveness and/or anger
- Suspiciousness
- Restlessness
- Anxiety

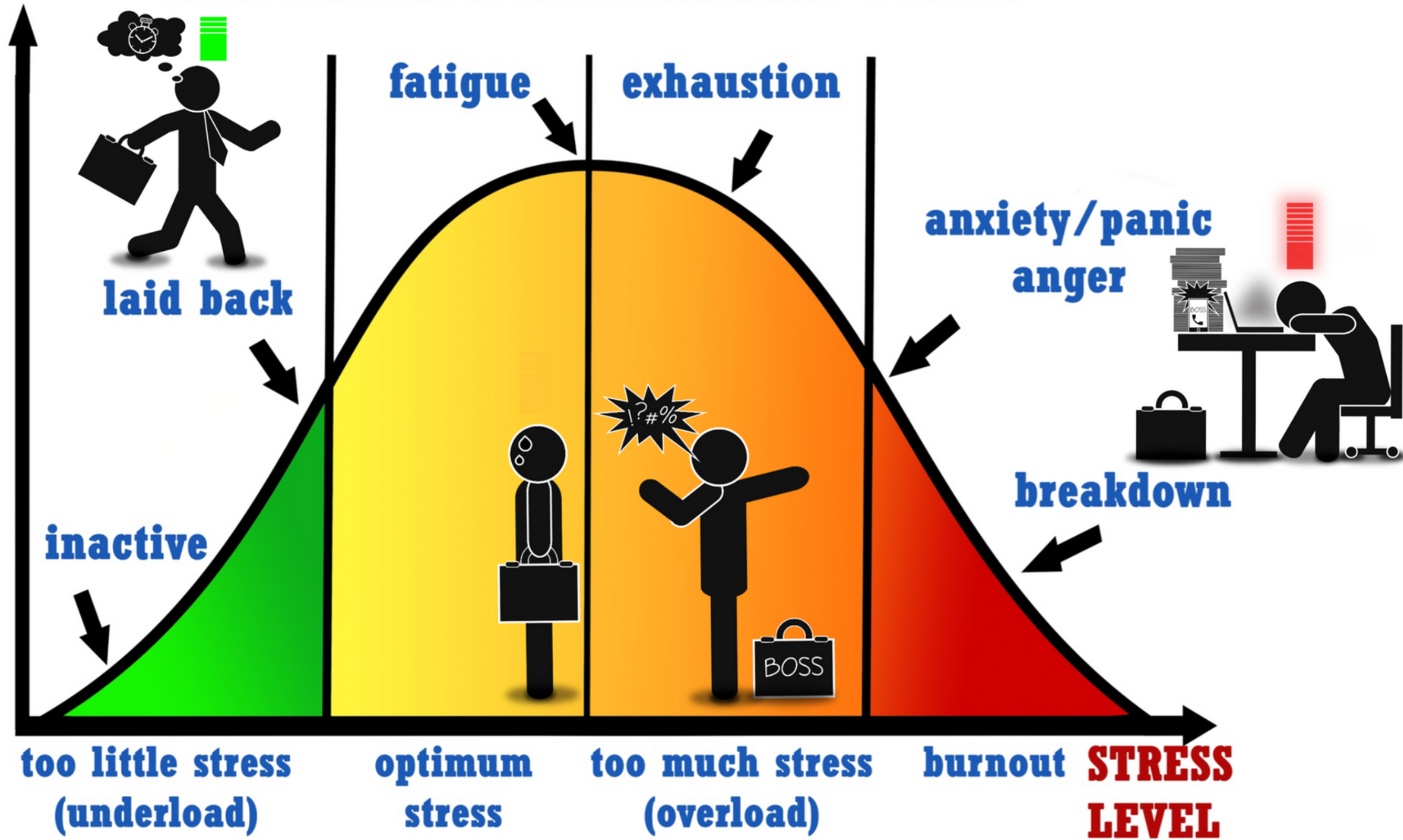
Stress in the Workplace

Signs



- Absenteeism
- Working excessive hours
- Missing deadlines
- Drop in productivity
- Conflicts with co-workers
- Defensiveness
- Boredom
- Frustration

The Stress Performance Curve





How is Burnout Different?



Burnout

Burnout is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.

–WHO ICD 11 (QD85)



Symptoms of Burnout

Characterized by three dimensions:

1. Feelings of energy depletion or exhaustion
2. Increased mental distance from one's job, or feelings of negativism or cynicism related to one's job
3. A sense of ineffectiveness and lack of accomplishment



Consequences of Burnout

- Suboptimal patient care
- Double the risk of medical error
- Decreased professionalism
- Lower patient satisfaction
- Increased rates of substance use, thoughts of suicide, and intent to leave practice





Mental Health Disorders

Prevalence of Mental Illness



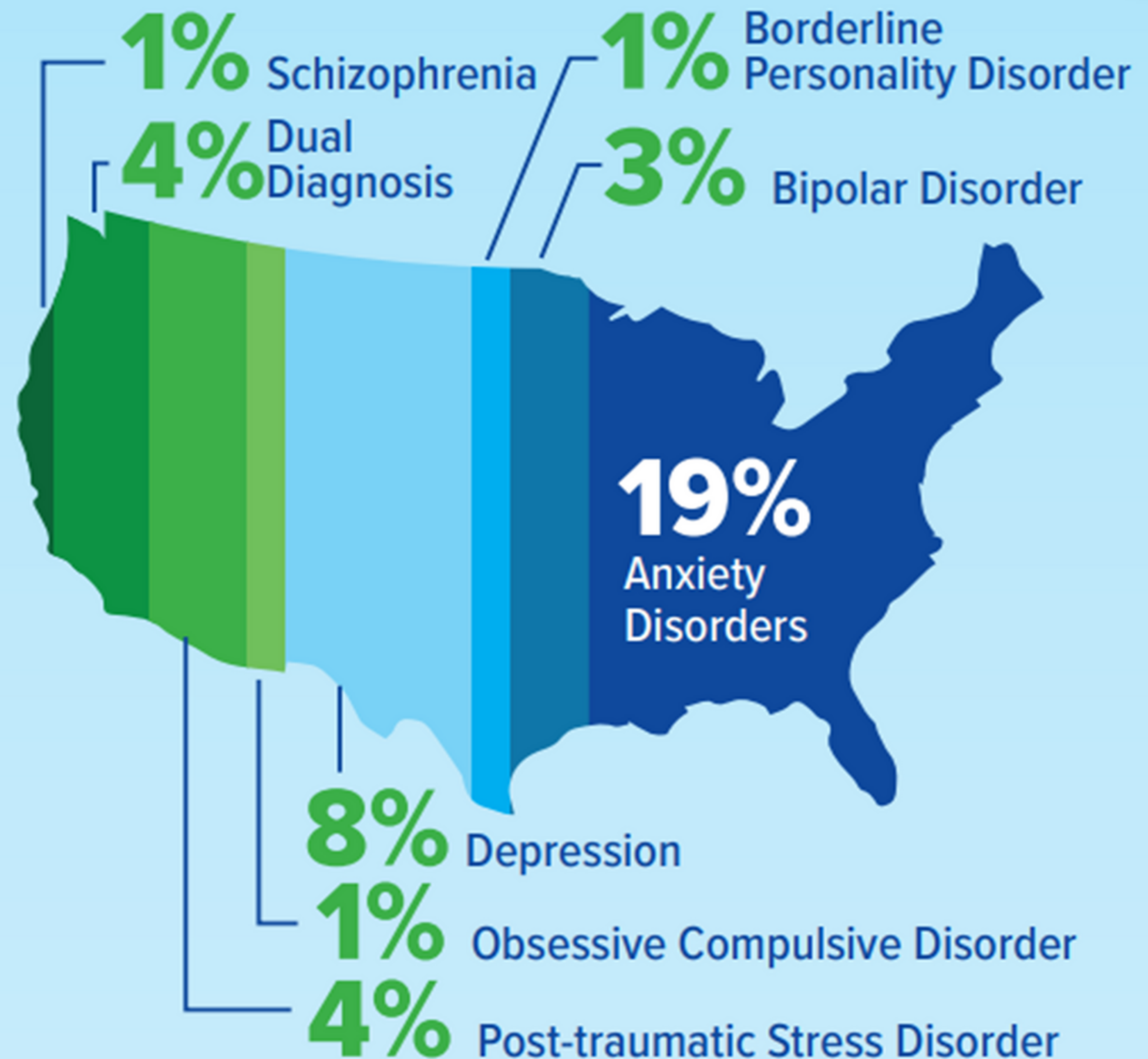
National Alliance on Mental Illness



Prevalence of Mental Illness

National Alliance on Mental Illness

12 MONTH PREVALENCE OF COMMON MENTAL ILLNESSES (ALL U.S. ADULTS)



Anxiety Disorders

Symptoms



- Excessive anxiety and worry about a number of events or activities
- Difficulty controlling the worry
- Restlessness, fatigue, difficulty concentrating, irritability, muscle tension, sleep disturbance
- Impairment in social, occupational, or other areas of functioning

Depressive Disorders

Symptoms



- Feelings of sadness, emptiness, or hopelessness
- Diminished interest or pleasure in activities
- Significant weight loss
- Insomnia or hypersomnia
- Fatigue or loss of energy
- Feelings of worthlessness, excessive or inappropriate guilt
- Trouble concentrating, indecisiveness
- Recurrent thoughts of death



Substance Use Disorders



23 million

Adults suffer from substance use disorders in the US.

UNDER DIAGNOSED & UNDER TREATED

"Only 10% of Americans diagnosed with a substance use disorder receive treatment"
-National Institute of Health

Substance Use Disorders

ADDICTION



Chronic Disease

Underlying changes in brain circuits persist beyond withdrawal management (detoxification), particularly in individuals with severe disorders.

Treatable

Substance use disorder remission rates approach 50% for general population. With professional treatment and chronic illness management, remission rates exceed 80% in healthcare professionals.

Progressive Disease

Persists over time and physical, emotional, and social changes are cumulative and progresses as substance use continues.

Potentially Fatal Disease

Substance use disorders cause premature death through overdose, organic complications involving vital organs, and by contributing to suicides, homicides, motor vehicle crashes and other traumatic events.

Symptoms and Diagnostic Criteria

Impaired Control



1. Substance is taken in larger amount or over a longer period than is intended
2. There is a persistent desire or unsuccessful efforts to cut down or control substance use
3. A great deal of time is spent in activities necessary to obtain and use substances, or recover from its effects
4. Craving, or a strong desire or urge to use mood altering substances

Symptoms and Diagnostic Criteria

Social Impairment



- 5. Recurrent substance use resulting in a failure to fulfill major role obligations at work, school, or home
- 6. Continued substance use despite having persistent or recurrent social or interpersonal problems, caused or exacerbated by the effects of mood-altering substances
- 7. Important social, occupational, or recreational activities are given up or reduced because of substance use

Symptoms and Diagnostic Criteria

Risky Use



8. Recurrent substance use in situations in which it is physically hazardous

9. Substance use is continued, despite knowledge of having a persistent or recurrent physical or psychological problems that is likely to have been caused or exacerbated by substance use

Symptoms and Diagnostic Criteria

Pharmacological Criteria



10. *Tolerance as defined by either of the following:*

- A need for markedly increased amounts of the substance to achieve intoxication or the desired effect
- Markedly diminished effect with continued use of the same amount of the substance

11. *Withdrawal, as manifested by either of the following:*

- The characteristic withdrawal syndrome for the substance
- The substance or a closely related substance is taken to relieve or avoid withdrawal symptoms

Symptoms and Diagnostic Criteria

DSM 5



MILD

2- 3 Criteria

MODERATE

4 - 5 Criteria

SEVERE

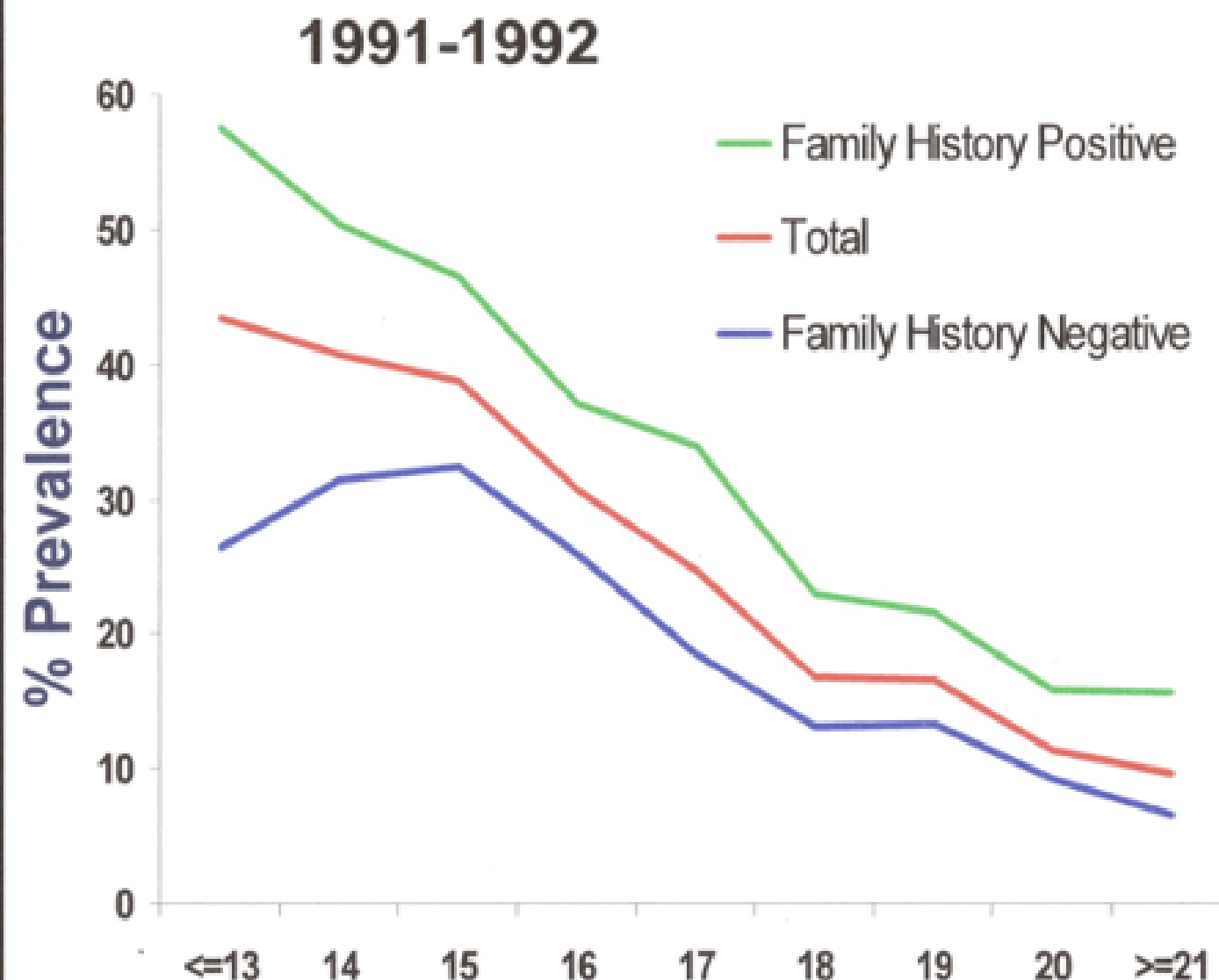
6+ Criteria

Factors Increasing Likelihood of Addictive Disease



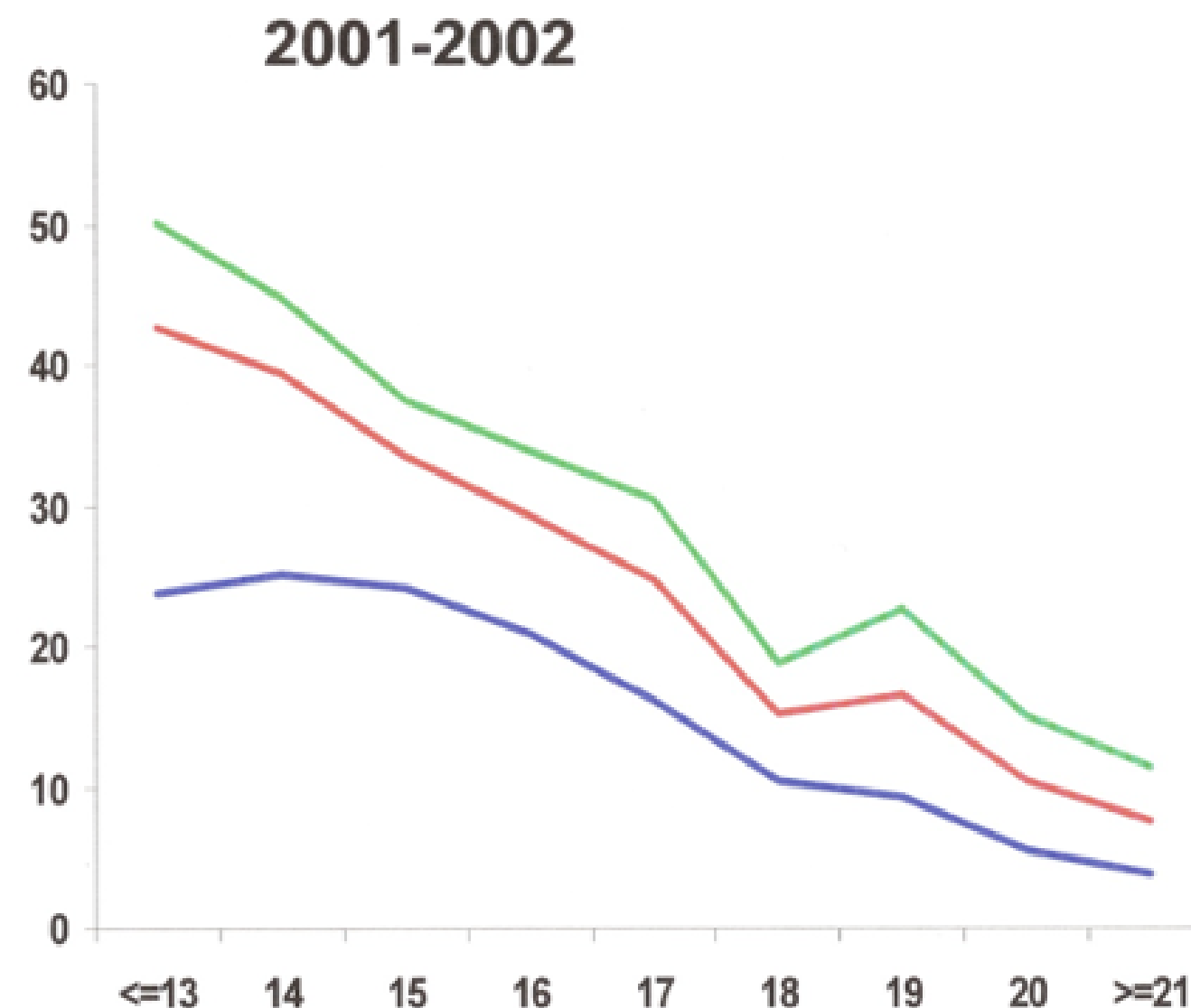
- Genetic Predisposition
- Early exposure to alcohol and drugs
- Self-treatment for another mental health disorder
- Traumatic life event
- Combination of all of the above

Prevalence of Lifetime Alcohol Dependence by Age of First Alcohol Use



Age at First Alcohol Use

Source: Grant and Dawson. *J Subst Abuse*. 1998. 10(2):163-73.



Age at First Alcohol Use

Source: 2001-2002 National Epidemiologic Survey on Alcohol and Related Conditions



Best Treatment Practices

Substance Use Disorders



- Abstinence from all mood-altering chemicals
- Treatment as recommended by ASAM Criteria
- Consideration of medication for addiction treatment (MAT)
- Education on the disease of addiction
- Counseling and appropriate medication for co-occurring emotional/mental conditions
- Family/spouse/SO education and therapy
- Ongoing community support (AA/NA/Caduceus Groups), etc.

Relapse in Addiction



Relapse is any return
to use of mood-
altering chemicals

Relapse and recovery
rates are similar to other
chronic diseases in the
general population



Relapse Prevention

- Appropriate treatment
- Continuing care/aftercare
- Developing community support through mutual aid support groups
- Professional monitoring

Primary Reasons Healthcare Professionals Do Not Seek Help



- Denial
- Fear of loss of employment
- Fear of loss of licensure
- Fear of financial loss
- Fear of loss of professional reputation
- Uncertainty as how and where to seek help

Primary Reasons Healthcare Professionals Do Not Seek Help

Data from 2021 OhioPHP Covid-19 Well-being Survey



56%

time
commitment

40%

did not know
where to turn
for support

31%

confidentiality
concerns

Possible Indicators of SUD in Healthcare Professionals



- Family indicators
- Community indicators
- Physical status indicators
- Place of employment indicators
- Professional history indicators



Poll Question #1:

Do you think a healthcare professional can seek confidential assistance for burnout, mental health or substance use disorders?



THE ANSWER IS YES!

SAFE HAVEN PROGRAM

Ohio Administrative Code 4747-1-25, 4753-1-13

A confidential resource for licensees struggling with burnout, mental health disorders, or substance use disorders

Developed in collaboration with the Ohio Speech and Hearing Professionals Board

What is a Safe Haven Program?



- A clearly defined *confidential* path for individuals to seek help for burnout, mental health disorders, or substance use disorders
- A *safe space* for early intervention *before* patient safety becomes a concern
- Access to *quality* clinical screening/evaluation, treatment, long-term monitoring and support
- A *therapeutic* alternative to disciplinary action for illnesses such as mental health disorders or substance use disorders

Safe Haven Program Eligibility



Any OSHPB licensee or applicant who needs assistance with potential or existing impairment due to a:

- Behavioral health disorder
- Mental health disorder
- Substance use disorder
- Medical condition or illness

Safe Haven Program

Eligibility



- Audiologist
- Audiology Aide
- Hearing Aid Dealer
- Hearing Aid Fitter
- Trainee Permit Holder
- Speech-Language Pathologist
- Speech-Language Pathology Aide
- Conditional Speech-Language Pathologist

Safe Haven Program

Ineligibility



In order to protect patient safety, any licensee who is unwilling or unable to complete or comply with any part of the safe haven program, including screening/evaluation, treatment, or monitoring is deemed ineligible.



Safe Haven Program Services

OHIO ADMINISTRATIVE CODE 4747-1-25, 4753-1-13

Services include, but are not limited to, the following:

- Screening and/or evaluation for possible impairment
- Referral to treatment providers for further evaluation and/or treatment, as needed
- Establishment of an individualized treatment and recovery plan
- Ongoing case management and monitoring



Poll Question #2:

As a licensee of the Ohio Speech and Hearing Professionals Board, do you have a duty to report impairment?



Duty to Report Impairment

Yes! A license holder must report to the OSHPB any breach of the code of ethics.

If a licensee believes a colleague is suffering from a substance use disorder or physical or mental impairment, they may contact OhioPHP in lieu of making report to the OSHPB.



Duty to Report Impairment

However, the presence of impairment shall not excuse acts or preclude investigation or disciplinary action against a participant for other violations (for example, sexual misconduct).



Question

What would you do if you were concerned that a colleague is suffering from burnout, mental health or substance use disorder?



Call OhioPHP!

How Does OhioPHP Help?



- Well-being screenings
- Referrals for evaluations and treatment
- Care coordination
- Chronic illness management (therapeutic monitoring)

How does OhioPHP Help?

Screenings



OhioPHP's Well-being Screenings are designed for individuals experiencing symptoms of:

- Burnout
- Stress
- Anxiety, depression, or other mood disorders
- Substance use disorders
- Other issues impacting one's health and well-being

How does OhioPHP Help?

Screenings



- Scheduled upon request from the licensee
- OhioPHP's clinical team will provide recommendations regarding the results of the screen to the participant
- Recommendations may include referrals for:
 - Additional diagnostic evaluations
 - Appropriate treatment programs as indicated
 - Individual counseling
 - Medication management
 - OhioPHP case management and monitoring for additional support

How does OhioPHP Help?

Care Coordination



- OhioPHP can provide appropriate clinical referrals to quality providers through the Treatment Provider Network (TPN).
 - TPN is a network of vetted and high quality providers that can ensure all aspects of an individualized treatment plan follows all rules and regulations and the licensees/applicants readiness to return to practice.
- OhioPHP remains in contact with primary treatment providers to monitor progress.
- OhioPHP coordinates communication, treatment status, return to work evaluations, etc between all involved treatment providers to ensure that licensees/applicants illness is being addressed fully.

How does OhioPHP Help?

Chronic Illness Management



- Recommended for illnesses that could benefit from long-term, ongoing therapeutic support
- Standard monitoring agreements support a participant's progress for 1-5 years
- Individualized to best meet the needs of each participant and may include:
 - Individual therapy
 - Group support
 - Toxicology testing
 - Advocacy from OhioPHP
- Regular engagement with an OhioPHP Case Manager

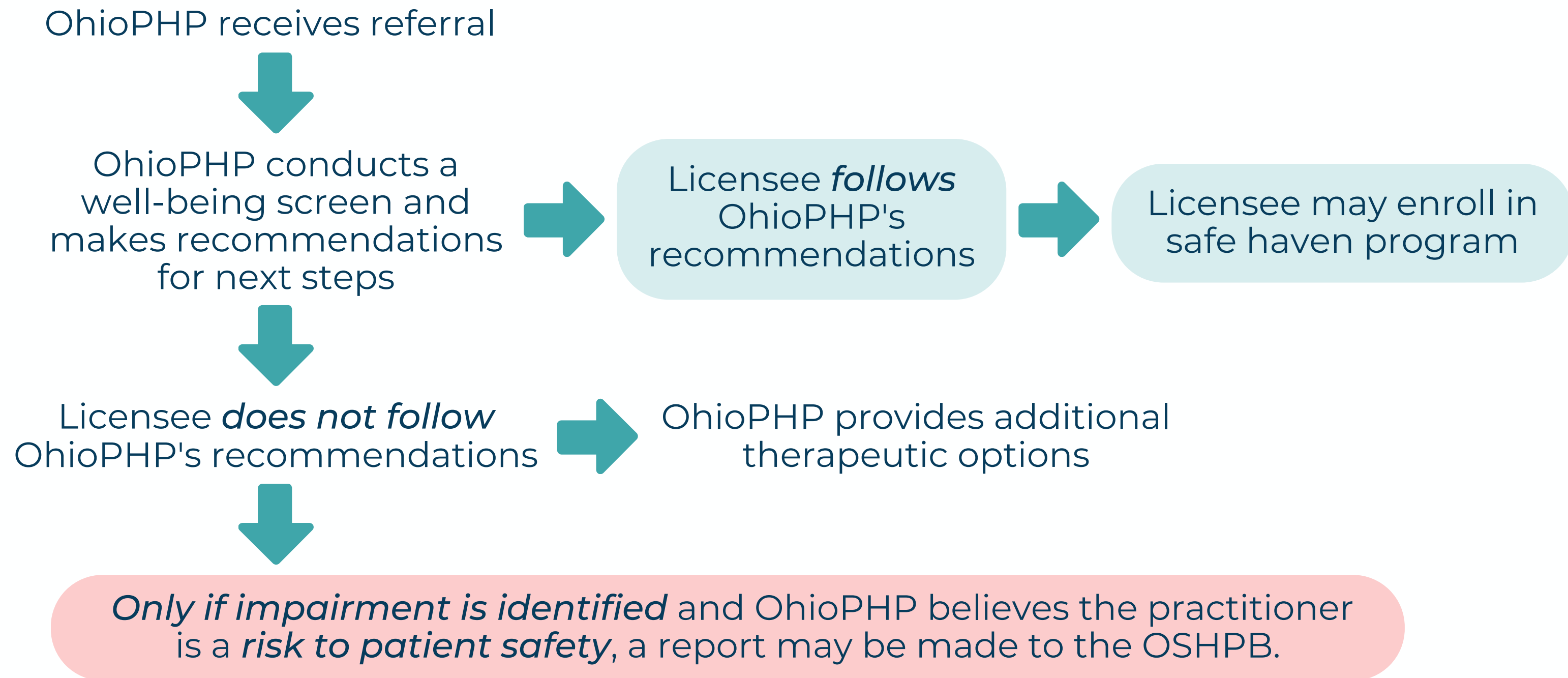
Who Should Use OhioPHP Services?



OSHPB licensees and applicants who may experience any of the following:

- Burnout
- Stress
- Substance Use Disorders
- Anxiety
- Depression
- Bipolar Disorder
- PTSD
- Parkinson's Disease
- Multiple Sclerosis
- Amyotrophic Lateral Sclerosis
- Dementia
- Seizure Disorder
- Distressed/Disruptive Behaviors
- Others

OhioPHP Process



Why are PHPs Important?

Substance Use Disorders



- Sustained recovery from a substance use disorder for the general population is below 50% during the first year following treatment
- 90% of healthcare professionals who have completed substance use disorder treatment and monitoring, remained in sustained recovery with no relapse (OhioPHP cumulative data from 2004 - 2022)



Safe Haven Programs

Existing Programs

- Ohio Board of Psychology
- Ohio Vision Professionals Board
- Speech and Hearing Professionals Board
- Ohio Veterinary Medical Licensing Board
- Ohio Chemical Dependency Professionals Board
- Ohio Occupational Therapy, Physical Therapy, and Athletic Trainers Board
- State Medical Board of Ohio (known as the Confidential Monitoring Program)

Programs in Development

- Ohio Board of Nursing
- Emergency Medical Services Board
- Ohio State Dental Board (Interested)
- Ohio State Chiropractic Board (Interested)



Suicide Prevention Screening

Well-being Checkup And Referral Engagement Service
wellbeingcare.org

This screening program allows any healthcare professional in Ohio to:

- Take a brief survey to screen for mental health conditions anonymously
- Receive a personalized response from a professional counselor
- Exchange deidentified messages with the professional counselor
- Ask questions and learn about available services
- Get feedback and encouragement
- Request a referral for appropriate therapeutic support

Provided in partnership with the American Foundation for Suicide Prevention and the Ohio State Medical Association



So, that was a lot...

Here Is What You Need To Know

- There is a confidential program for licensees of the OSHPB. This is the safe haven program.
- Quality, professional treatment and long-term monitoring (chronic illness management) have an immensely positive impact on recovery rates (SUD).
- An OSHPB licensee's "Duty to Report" impairment is fulfilled by contacting OhioPHP.
- OhioPHP can provide screening, assessment and treatment referrals for burnout, mental health, and substance use disorders.
- *When in doubt, call OhioPHP!*

Receiving Your Continuing Education



- Once you have completed this training, please take the post-test found on our website at www.ohiophp.org/oshpb
- You must receive at least a 70% on the post-test to receive your continuing education credit.
- Once the post-test is completed you will be emailed your certificate within 7-10 business days.



Thank you!



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Post-Test:

