HEALTH PRACTITIONERS’ MONITORING PROGRAM (HPMP)

Statutory Authority: §§ 54.1-2400 and Chapter 25.1 of Title 54.1 of the Code of Virginia

OVERVIEW

- The Virginia Department of Health Professions (DHP) implemented the Health Practitioners’ Monitoring Program (HPMP) January 1, 1998. The HPMP serves as an alternative and adjunct to disciplinary action for licensees of DHP. DHP contracted with the Department of Psychiatry, Division of Addiction Psychiatry of the VCU Health System to provide program monitoring services.
ELIGIBILITY REQUIREMENTS

- Impairment is defined by statute in VA as: "any physical or mental disability which substantially alters the ability of a practitioner to practice his or her profession with safety to his/her patients and the public."
- Participants deemed “impaired” shall hold a current, active license, certification, or registration issued by DHP or
- Hold a license with multi state privilege (i.e. Nurse Licensure Compact)
- Applicants for licensure, certification or registration shall be eligible for up to one year from date application received by DHP

HPMP Committee

- 7 members appointed by DHP Director
- 4-year terms, one additional term by reappointment
- Members shall not be current members of a health regulatory board
- Committee or its designee act regarding eligibility for stay of disciplinary action
- Committee receives reports of possible violation of laws or regulation, issues related to disciplinary action or eligibility, treatment, and recovery of participants
- May report information directly to Boards

Referral to HPMP

- DHP investigator
- Employer (under mandatory reporting requirements)
- Treatment provider
- Attorney relative to disciplinary proceeding
- Via Board Order
PROGRAM PARTICIPATION

- Participant contract with Committee contains at least the following:
  - Provisions for withdrawal from practice, limitations on scope of practice
  - Monitoring plan
  - Consequences of noncompliance
  - Releases related to impairment
  - Length (5 yrs typical), terms for completion
  - Type, frequency, conditions of screening
  - Meetings: type, frequency
  - Self reporting requirements
  - Reporting required from employers, peers, or peer assistance program
  - Other terms deemed necessary by the Committee

STAY OF DISCIPLINARY ACTION

Criteria:
- Practitioner has entered HPMP by written contract
- No report of possible violation of law or regulation, other than impairment or the diversion of controlled substances for personal use so long as the personal use does not constitute a danger to patients or clients
- No previous stay of disciplinary action granted
- Practitioner remains compliant with terms, testing treatment and other conditions specified in the contract with Monitoring Program Committee
- Monitoring Program Committee has consulted with the designated representative of the relevant health regulatory board to determine disciplinary action should be stayed.

Core Monitoring Activity

- Assistance in obtaining an assessment
- Medical, psychiatric and/or substance abuse treatment needs met
- Ongoing monitoring of adherence to treatment requirements
- Screening for specified substances
- Approval of return to practice
- Work site monitoring
Recent Changes to HPMP

- Name, previously Health Practitioners Intervention Program
- Eligibility, in particular license status
- Elimination of Secondary Monitoring for out of state practitioners
- Exploration of fee schedule for participation (no one will be denied entry because of inability to pay)
- Elimination of 24 hour call in to vendor by participants

Participant License Categories

- Nursing 62%
- Medicine 25%
- Pharmacy 8%
- Dentistry 3%
- All other categories 2%

Total 100%

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