

## PROGRAM OVERVIEW

The complexity of contemporary medicine and health care requires today's medical professional to be healthy and well balanced. Medical professionals are subject to high degrees of stress, both personally and professionally. This stress can impair one's ability to maintain a healthy balance and can result in addictive behaviors and psychiatric or medical disorders. The potential for impairment is universal and no one is immune from the dangers of alcohol or other drug use.

The Medical Professionals Health Program is available to assist and advocate for a number of healthcare professionals including:



For more information contact the  
Medical Professionals Health Program

(207) 623-9266  
mphp@mainemed.com

*The Medical Professionals Health Program offers non-disciplinary, voluntary participation under protocols developed with the Maine Board of Licensure in Medicine, the Maine Board of Osteopathic Licensure, the Maine Board of Dental Examiners, the Maine Board of Pharmacy, and the Maine State Board of Nursing.*

## Signs and Symptoms of Impairment

The following behavioral changes may be indications that someone may be impaired:

**Changes in Work Habits** – Conflicts with Colleagues, absenteeism/lateness, increased patient complaints, neglect of patients or duties, appointments/schedules disorganized, decreased productivity, misses work or frequently is tardy because of illness or oversleeping; doesn't keep scheduled appointments; assignments are late and work is unacceptably inaccurate. Narcotic inventory counts are consistently off, going back into the pharmacy after hours.

**Changes in Behavior** - Has become more irritable, defensive, jealous, easily angered, depressed, or moody and these behaviors affect work and relationships at work; more withdrawn socially or professionally, alcohol on breath, unexplained weight change, anxiety

**Change in Personal Care** - Personal hygiene is deteriorating.

**Changes in Prescribing Practices** - Writing prescriptions for narcotics, stimulants or sedatives for self or office staff, requesting prescriptions for narcotics, stimulants or sedatives from colleagues, diverting patient's narcotics, stimulants or sedatives for self use.

*Medical Professionals Health Program*



20 Pelton Hill Road  
P.O. Box 69  
Manchester, Maine 04351-0069

Phone: 207 - 623 - 9266  
Fax: 207 - 430 - 8386  
E-mail: mphp@mainemed.com

## MEDICAL PROFESSIONALS HEALTH PROGRAM

A Program of the  
Maine Medical Association



John C. Dalco House, Open House  
December, 2009

(207)623-9266  
mphp@mainemed.com



## PURPOSE AND GOAL

### Mission

The Medical Professionals Health Program, a program of the Maine Medical Association, assists medical professionals of Maine by providing confidential, compassionate assistance and advocacy. Our clinical professionals and committee members help participants with diagnosed substance use disorders. Although we do not provide evaluation or treatment, we help participants better understand the treatment and recovery process and help implement strategies for return to safe practice.

### Services Offered

The MPHP provides the following confidential services:

- Initial interview and screening;
- Recovery monitoring and documentation;
- Referral for evaluation and treatment;
- Networking opportunities with colleagues in recovery;
- Advocacy to those seeking re-licensure, credentialing;
- Speaking at grand rounds and conferences.



## Who does the MPHP consider impaired?

The Medical Professionals Health Program helps professionals who suffer from alcohol or chemical dependency. The Medical Professionals Health Program and the Medical Professionals Health Committee are advocates for colleagues whose health problems may compromise their professional and personal lives and the lives of their patients.

## How are Participants Referred?

Anyone with a concern and desire to help a family member, colleague or friend can make a referral. The MPHP also accepts self-referrals as well as anonymous calls. The MPHP is a voluntary program and does not mandate participation, but we are glad to assist anyone interested in exploring referral options. Our clinical staff is prepared to discuss the process of referral and enrollment in addition to diagnosis and recovery options. It is in the best interest of participants, both personally and professionally, that treatment begin as soon as possible.

## How does the MPHP help Medical professionals?

The Medical Professionals Health Program assists medical professionals in developing strategies for treatment, helping them return to successful professional careers. **The MPHP does not make diagnoses or provide treatment.** The MPHP clinical staff and committee members act as advocates for their impaired colleagues, providing compassionate, comprehensive and confidential assistance.

## PROGRAM & STAFF

The MPHP has a professional, compassionate **clinical and administrative staff** that is experienced and trained to manage the recovery process from initial contact and case management through to graduation.

Lani Graham, MD, MPH, Medical Director

Margaret Palmer, PhD, Clinical Director

Mindy Armstrong, RN, MSN, CARN, Case Mgr

Cathryn Stratton, Administrative Director

Gordon Smith, Esq., Legal Counsel

John Murray, RPh, CADC, Project Manager

Barbara Farrell, Administrative Assistant

The **Medical Professionals Health Committee** is made up of many dedicated healthcare professionals representing the diversity of our participants – medicine, dentistry, osteopathy, pharmacy and nursing. For more information and a listing of Medical Professionals Health Program Staff and Committee members, visit our website at

[www.mainemed.com/health/index.php](http://www.mainemed.com/health/index.php)

The Medical Professionals Health Program serves medical professionals across the state of Maine. The program is funded through a variety of sources - state licensing boards, professional associations, medical staffs and malpractice carriers. Participant fees also account for a significant portion of the operating budget.