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## Mission/Objectives

### About PHP

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### Mission/Objectives

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The Ontario Medical Association's Physician and Professionals Health Program (PHP) is fully supported by the OMA and governed by its Board of Directors. The PHP, based in Toronto, provides a range of services to physicians, residents, medical students and veterinarians across the province and supportive services to family members. PHP services align with the belief that physician health matters and that education, early intervention and treatment are important in helping to sustain a healthy medical workforce. Services to members include timely connection to treatment and resources (for example treatment of substance use or psychiatric conditions, counselling, coaching and more). The PHP provides evaluative services for physicians, veterinarians and trainees where health or behavioural issues are a concern to training programs, workplaces or medical regulators.

The PHP advisory panel that includes stakeholders, regulators and OMA board membership provides guidance on PHP activities, policies and programming. All information from members, received by the PHP, is kept in confidence as governed by policy and compliant with PHIPA.

### PHP Program Mission

The Physician Health Program and the Professionals Health Program of the Ontario Medical Association will serve the needs of physicians and veterinarians at risk of, or suffering from substance use disorders, and/or psychiatric disorders through prompt intervention, referral to treatment, monitoring and advocacy.

It is the mandate of the Physician Health Program and the Professionals Health Program to educate and promote the biological, psychological, social and spiritual health of physicians and veterinarians generally and especially for those who are at risk of substance use disorders or psychiatric disorders.

### PHP Program Objectives

- To offer advice, help, and support to physicians and veterinarians and members of their families who are experiencing personal difficulties including substance use disorders and/or psychiatric disorders.
- To provide intervention services on behalf of physicians and veterinarians who may be impaired due to substance use disorders and/or psychiatric disorders.
- To arrange appropriate assessment and treatment services for physicians and veterinarians as required.
- To monitor, advocate, and function as case manager for all physicians and veterinarians requiring this service after treatment for substance use disorders and / or psychiatric disorders for improved health and functioning by the physician or veterinarian participant.
- To offer primary prevention and health promotion activities to the medical and veterinary professions.

- To conduct and participate in research on physician and veterinarian impairment and health.
- To complete a comprehensive program evaluation every five years in order to improve program service and performance.

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## Assessment

### What We Do

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The PHP Assessment Service provides comprehensive assessments for health professionals who have been referred for assessment by their workplace, regulatory body, residency programs, or medical school. The aim of the Assessment Service is to provide meaningful information, understanding, and recommendations to both the health professional and the referral source. Assessments focus primarily on mental health, behavioural problems and substance use disorders. This service is available to medical students, residents, physicians and veterinarians.



The process includes the following:

- A request/referral from a third party (i.e. hospital or regulatory body) when there is an expectation of a report to the referral source.
- The referred health professional is invited to contact the PHP to start the assessment process. The next step would be an interview with a PHP Medical Director or Associate Medical Director and a Clinical Coordinator.
- The process includes review of relevant sources of information, gathering information from collateral interviews, and could include a referral for specialized independent clinical evaluations.
- Sometimes Independent Clinical Evaluations are recommended to assess and clarify specific questions or concerns raised in the assessment process.
- The assessment process, recommendations and the PHP final report are reviewed with referred health care professional. The final PHP report will be provided to the 3rd party referral source once consent from the referred health care professional is received.

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## Support and Referral

### What We Do

Education

**Support and Referral**

Assessment

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If you, a loved one, or a colleague are experiencing difficulties, we can help. Call us.

The PHP is a **confidential** service provided by the Ontario Medical Association, which works independently of the regulatory colleges.

You can remain **anonymous**, and will not be required to provide any identifying information.



Our Clinical Coordinators will:

- Listen to your concerns and provide support
- Work with you to identify your needs
- Offer information and advice, if requested
- Connect you with a PHP Medical Director for further advice and support, if requested
- Match you with the best possible community resources for support



We provide support and referrals to physicians, veterinarians, and their families for a range of concerns, including:

- Stress and burnout
- Relationship issues
- Concerns around substance use
- Mental health concerns
- Other concerns that are impacting work and home life



We have access to a wide range of resources across Ontario, including:

- Addiction Professionals
- Psychiatrists

- GP Psychotherapists
- Private psychotherapists
- Couples counsellors
- Coaches

All of our clinicians have experience working with health professionals.

The PHP also does not provide treatment, but matches callers to community services.

Please note that the PHP is not a crisis service. If you are in crisis, please call your local crisis line, or go to your local hospital.

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