

Health Professional Recovery Program

Frequently Asked Questions

What is the Health Professional Recovery Program?

The Health Professional Recovery Program (HPRP) was established by the legislature as a monitoring program and is intended to monitor and assist an impaired participant in recovering from an impairment and to ensure that the participant is safe to practice. The Health Professional Recovery Committee (HPRC), along with the Bureau of Professional Licensing, oversees the program, which is administered on a day-to-day basis by an independent contractor under Policies created by the HPRC.

How do people become involved with the HPRP?

The first step in the HPRP process is a referral to the HPRP. A licensee or registrant may self-refer, be referred by another health care professional, the state, or by a licensing board to determine if there is an impairment and whether the individual should be monitored.

When does a health professional need to self-report or report another health professional?

A licensee or registrant who has reasonable cause to believe that a licensee, registrant, or applicant is impaired must report that fact to the Department. However, if the licensee or registrant believes that a licensee, registrant, or applicant is impaired, but does not believe that there has been any other violation of the Public Health Code, the licensee or registrant may file a report with the HPRP. MCL 333.16223(1).

What happens after a referral is received?

Once a referral is received, the HPRP will determine the current level of risk to the public if the referent continues to practice and what type of evaluator would be appropriate to assess the individual to determine if he or she suffers from an impairment.

What is an impairment?

“Impairment” means the inability or immediately impending inability of a health professional to practice his or her health profession in a manner that conforms to the minimum standards of acceptable and prevailing practice for the health profession due to the health professional’s substance abuse, chemical dependency, mental illness, or the health professional’s use of drugs or alcohol that does not constitute substance abuse or chemical dependency. MCL 333.16106a.

Who determines if the person referred to the HPRP suffers from an impairment?

The HPRP-approved evaluators specialize in a variety of practices, including addiction medicine, psychiatry, and counseling. The person referred to the HPRP is offered a list of appropriate, approved providers to choose from to complete the evaluation to determine eligibility for participation.

Once an evaluation is completed, the evaluator reports the findings to the HPRP. If the evaluator does not find impairment, the licensee is deemed ineligible to participate in the HPRP.

If the evaluator finds that the person referred suffers from an impairment, the individual will be offered a monitoring agreement.

What happens if the person referred has a qualifying diagnosis but chooses not to enter into monitoring with the HPRP?

If a person suffers from an impairment but refuses to enter monitoring, the HPRP is statutorily required to report the refusal to the Bureau of Professional Licensing. The bureau will take the action necessary to ensure public safety.

What are the requirements of monitoring?

The terms of a monitoring agreement vary depending on evaluator and treatment provider recommendations and the participant’s diagnosis. Typical requirements are drug screening, counseling, and group meetings.

What happens if a participant enters into monitoring but fails to comply with the terms of the monitoring agreement?

If a participant is noncompliant with the terms of the monitoring agreement, such as relapsing, additional requirements may be imposed to ensure that they are compliant during recovery and to ensure public safety. Repeated noncompliance may lead to dismissal from the program. All dismissals from the HPRP are required to be reported to the Bureau of Professional Licensing.

How much does it cost to participate with the HPRP?

The cost to a participant varies depending on the treatment, therapy, and drug screens required for the participant to recover from the impairment. These costs are owed directly to the provider rendering the service, and they are the participant's responsibility. The costs may not be covered by the participant's health insurance. The HPRP does not charge any fee to the participant for its services.

Will people know if I am participating or have participated in the HPRP?

Licensees and registrants who participate in the HPRP do so as a regulatory or a non-regulatory participant. A non-regulatory participant has not been ordered to participate by a licensing board. A regulatory participant is one who was ordered by a licensing board to participate in the HPRP, if found to be impaired after evaluation.

A non-regulatory participant participates in the HPRP confidentially and no reports are routinely sent to the state. When a non-regulatory participant successfully completes monitoring, they are discharged from the program, and after 5 years, all records of their participation are destroyed.

If a participant is admitted to monitoring as a regulatory participant, then the HPRP sends routine reports to the state regarding the licensee's participation to ensure their compliance with the board's order. Sanctions imposed on a regulatory licensee or registrant, including referrals to the HPRP, are part of the public record.