



# THE HAWAII PROGRAM FOR HEALTHCARE PROFESSIONALS

## Pu'ulu Lapa'au

### Annual Report 2022

Pu'ulu Lapa'au Is Hawai'i's Premier Independent Healthcare  
Provider Program Serving As An Advocate For Hawai'i's Providers  
To Assist Them In Their Journey In Life And Medicine

200 N. Vineyard Blvd, Bldg. B Ste 271

Honolulu, Hawai'i 96817

Visit our website: [www.hawaiiphp.org](http://www.hawaiiphp.org)

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## E Komo Mai -

## Welcome From Dr. Kristopher Bjornson, Medical Director

### **Pu'ulu Lapa'au: Healing the Healer**

The mission of Pu'ulu Lapa'au, the Hawai'i Program for Healthcare Professionals, is to promote patient safety and care by improving the health, well-being and effectiveness of healthcare professionals. We achieve this by offering confidential support and advocacy to healthcare professionals with potential conditions including substance use disorders, mental or physical illness, work-life imbalance and behavioral concerns. We also help determine fitness to practice and practice re-entry.

There are many reasons a healthcare provider may not function at their full potential. They may include work-life imbalance but can also include serious conditions, such as mental and/or physical health issues and substance use disorder. Our goal is to aid our colleagues by providing a path for wellness and professional success. A healthy provider is our best resource for the care of Hawai'i's community!



### **We Serve**

Most licensed healthcare providers in Hawai'i.

### **We Provide**

Education, Prevention, Referral, Monitoring and Advocacy for conditions that may interfere with a healthcare professional's ability to practice effectively and safely, and issues that may lead to disruption in the workplace.

### **Our Work**

Healthcare professionals have a profound impact on the safety of patients and families, co-workers, and the public. Yet, like others in our community, their performance can be compromised by factors like high levels of stress and they sometimes suffer from conditions such as substance use disorder and symptoms of burnout.

Pu'ulu Lapa'au provides alternate paths to wellness, so professionals can continue to contribute to the community. Standard Monitoring utilizes guidelines established by the Federation of State Physician Health Programs, the American Society of Addiction Medicine, and the Federation of State Medical Boards. Not all participants require Standard Monitoring. Some may benefit from Supportive Case Management.

### **Why We Do It**

- Unless the condition is addressed effectively, healthcare professionals may face serious consequences, such as potential loss of employment and their license to practice. The community may lose a valuable, highly trained professional.
- Our model works! Multiple evidence-based studies clearly demonstrate professionals were able to restore their careers when they adhere to these requirements.

## Our Services

**We provide** respectful and confidential support and advocacy.

**We focus on long-term recovery** through rigorous, sustained monitoring and abstinence.

**We continuously support participants** with individualized plans designed to mitigate issues, promote wellness and assure safe practice.

**We monitor** the following conditions:

- Stress management, including burnout
- Substance abuse disorders
- Mental and physical conditions, including cognitive disorders
- Behavior issues, including disruptive behaviors

## Supportive Case Management

- Develop short term monitoring plans, if indicated
- Referral to services such as counseling and professional coaching
- Referral to support groups
- Advocacy with employers and licensing boards

## Standard Monitoring

- Monitoring plans of up to five years
- Referral to assessments and treatment, and services such as professional coaching
- Referral to support groups
- Advocacy with employers and licensing boards

## For Hospitals, Clinics and Insurers

- Presentations to our contract partners and others on issues of relevance to the well-being of health professionals
- Regular reports on compliance
- Fulfillment of Joint Commission requirement MS.11.01.01

## PHYSICIAN HEALTH PROGRAM MODEL ENDORSED BY THE AMERICAN MEDICAL ASSOCIATION

### ESSENTIAL ELEMENTS OF THE MODEL:

- Confidentiality
- Independent Governing Board
- Evidence-based Methods
- Peer-to-Peer Interaction
- Qualified Staff
- Mutual Immunity

### ESSENTIAL ACTIVITIES OF THE MODEL:

- Appropriate advocacy for the professional
- Referrals to qualified professionals for evaluation and/or treatment
- Behavioral and toxicologic monitoring
- Compliance documentation
- Documentation of well-being
- Facilitated reentry to practice

## Benefits Include

- Help achieve and sustain wellness
- Rigorous independent monitoring
- Professionals are held accountable
- Professionals can continue to practice safely
- Employers and licensing boards receive independent reports
- Hospitals meet Joint Commission requirements

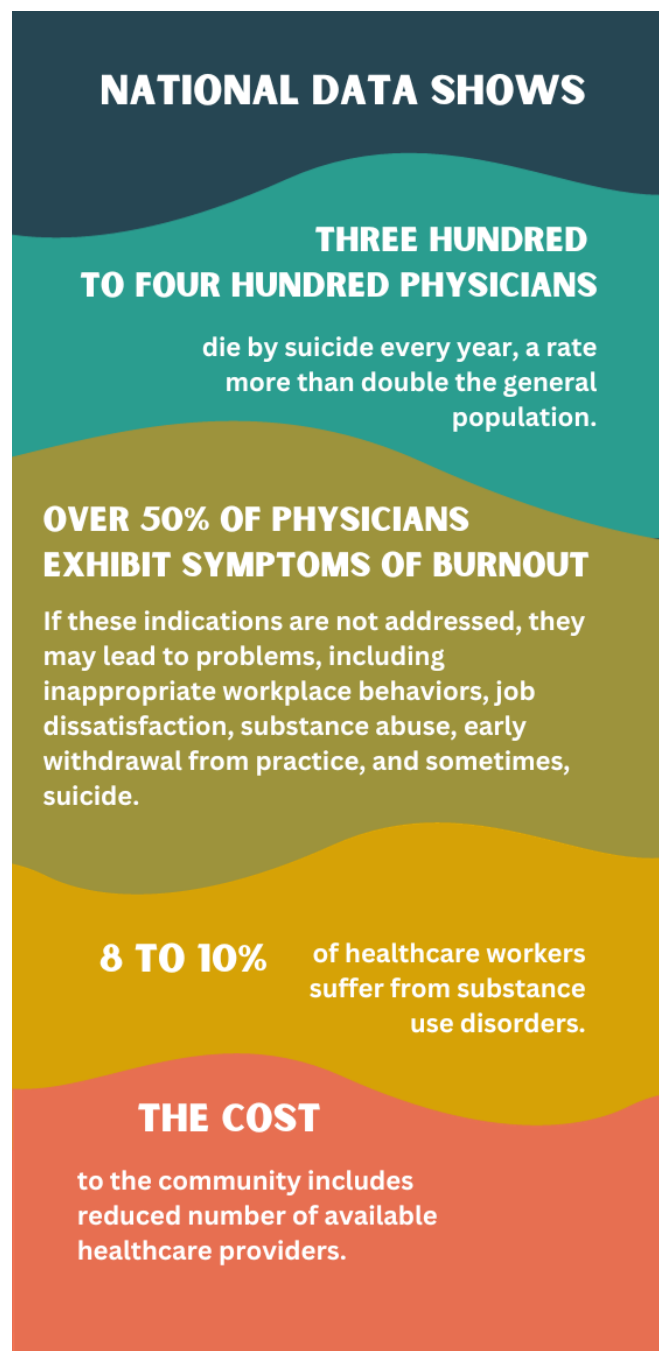
## Hawai'i Program for Healthcare Professionals: Pu'ulu Lapa'au - Summary

**We are** Hawai'i's premier independent program for licensed health care professionals with conditions or behaviors that may interfere with their ability to work productively and safely. We started as the Physician Wellness Committee of the Hawai'i Medical Association and became an independent non-profit corporation in 2006. Our services are now available to other licensed health care professionals.

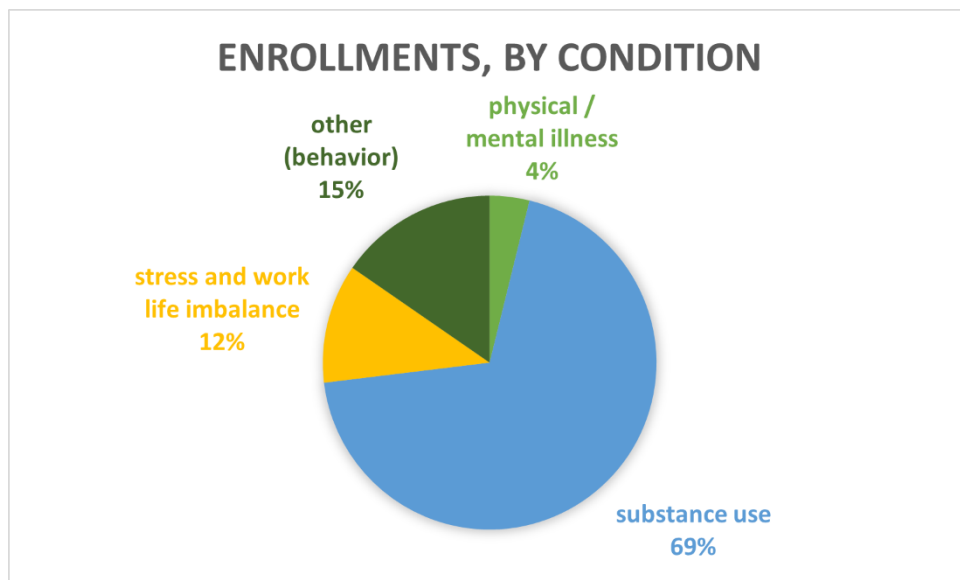
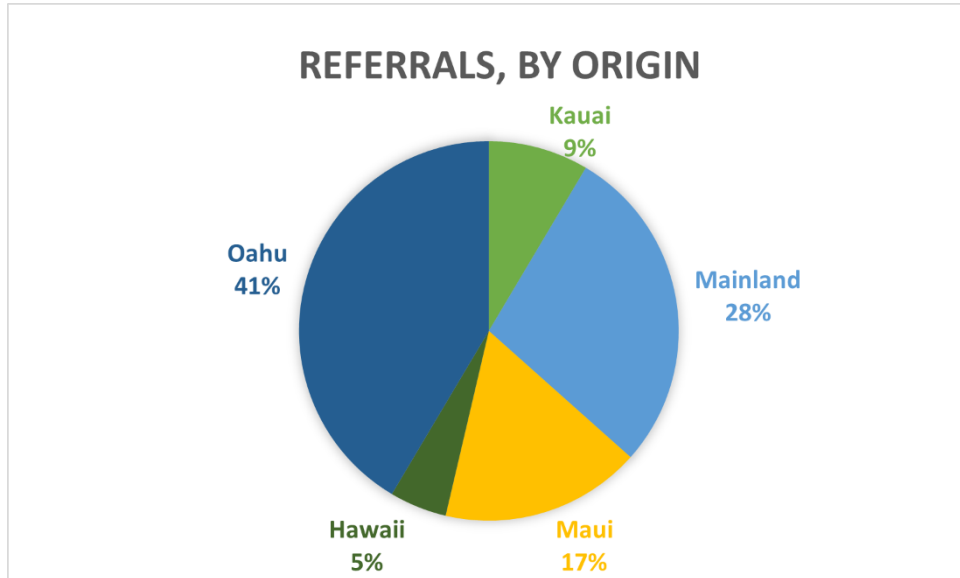
**Our ultimate goals** are professional well-being and patient safety! Healthcare workers have a profound impact on the community, and the profession must do all it can to maintain their trust.

Unless the conditions are addressed effectively, health professionals may eventually face serious consequences, such as loss of employment and license to practice. The community may lose a valuable, highly trained professional.

**Our model works!** National evidenced-based research shows that strict monitoring, following established guidelines, provides an alternative path for physicians, so they can continue to serve our community.



## Summary of Program Utilization 2019-2022



## Summary of Program Effectiveness 2019-2022

I. Percentage of participants that successfully completed the program:		90.0%				
II: Adverse outcomes, by type:		Suicide - none; one death due to unknown causes				
		Not working due to loss of licensure, or left medicine: one in 2022				
III: Relapse for substance-dependent individuals:		one in 2022				
<b>PROGRAM EFFECTIVENESS Pu`ulu Lapa`au</b>		<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
		<b>thru December</b>	<b>thru December</b>	<b>thru December</b>	<b>thru December</b>	
Percentage successful completions		90.0%	88.7%	89.3%	90.0%	
Adverse outcomes:						
deaths: suicide or substance-related		none	none	none	one, cause unknown	
loss of license or leaving practice		one	none	one	one, lost job	
Relapse for substance dependent individuals		none	none	none	one	



## Board of Directors

### Executive Committee

#### **Sidney Johnson, M.D.**

Chairman of the Board

Pediatric Surgery, Kapi'olani Medical Center for Women and Children

Chief of Surgery, Hawai'i Pacific Health Medical Group

#### **Geri Q. Young, M.D.**

Vice Chairman

HPHMG Kauai Medical Director

Lihue, Hawai'i, Pediatrician

Member, Hawai'i, Medical Board

#### **Maureen M. O'Neil, Ph.D., R.N.**

Secretary / Treasurer

Nurse Manager, Clinical Instructor

Gamma Knife Center of the Pacific

Hawai'i Pacific University

### Directors

#### **Norman L. Goody, M.D.**

Hawai'i Island; Emergency Medicine,

Kohala Pain Management

and Palliative Care,

Pono Medicine, Kona

#### **John Paul Moses, M.B.A., A.P.R.N.-Rx**

Legal Nurse Consultant,

Health Care Consultant

Managing member Primary Care Plus

#### **W. F. Haning, III, M.D., D.F.A.S.A.M., D.F.A.P.A.**

Regent, University of Hawai'i System

Emeritus Professor Psychiatry

JABSOM, University of Hawai'i

#### **Michele Y. Pangilinan, M.D., F.A.C.O.G.**

Hawai'i Pacific Health Medical Group

Department of OB, GYN,

and Women's Health

Addiction Specialist; Perinatal Addiction

Treatment of Hawai'i (PATH) Clinic

#### **Robert C. Kessner, J.D.**

Attorney

Kessner, Umebayashi, Bain & Matsunaga

#### **Pajnhag V. Real, Phar.D.**

Clinical Pharmacist, Emergency Department

Tripler Army Medical Center

#### **Miki Kiyokawa, M.D.**

Departments of Medicine and Psychiatry

Program Director,

Addiction Medicine Fellowship

Associate Professor, JABSOM,

University of Hawai'i

#### **Melanie B. Vallejos, DDS**

Dentist, Maui, Private practice

Founder, Smiles of Hawai'i Dental Project

#### **Mary K. Montgomery, D.O.**

Emergency Medicine, Retired

Tripler Army Medical Center

#### **David John, M.D.**

Director Emeritus

Assistant Professor of Medicine,

University of Missouri

Kansas City School of Medicine



## Program Staff

**Theodore Sakai**

Executive Director

**Kristopher Bjornson, M.D.**

Medical Director

Adult Psychiatry and Addiction Medicine, Private Practice

**Mary Ann Lentz**

Director of Operations; Program Director



## How We Are Supported

- We have contracts with hospitals which may refer professionals to us for services.
- Participants are assessed a monitoring fee to assure that they have a tangible investment in their own success.
- As a non-profit organization with 501(c)3 status we are able to receive donations from those who support our work.

## Healthcare Organizations

Hawaii Pacific Health

Queen's Medical Center

Hawaii Permanente Medical Group, Inc.

Maui Health System

Department of Veterans Affairs Pacific Healthcare System

Hilo Medical Center – Hawaii Health Systems Corporation

Adventist Health Castle

Wahiawa General Hospital

## Individual Contributors

Mary Ann and Preston Lentz



## Donation Form

I / We would like to support Hawai'i Program for Healthcare Professionals: Pu'ulu Lapa'au.

Please indicate how you would like for your donation to be used:

- Direct Aid to participants
- General program support

Enclosed is my tax-deductible gift for:

\$50    \$100    \$250    \$500    Other \$ \_\_\_\_\_

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Name

---

Company Name (if donor is a business)

---

Mailing Address

---

City, State, and Zip Code

---

Daytime Telephone Number

Email

Please make checks payable to Pu'ulu Lapa'au and send it with this form to:

Pu'ulu Lapa'au, HPHP  
200 North Vineyard Blvd, Bldg B Suite 271  
Honolulu, Hawai'i 96817

Donations by credit card coming soon.

Thank you for your generosity! You will be mailed an acknowledgment of your donation.

**Call today: (808) 593-7444**



THE HAWAII PROGRAM FOR  
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