



THE HAWAII PROGRAM FOR HEALTHCARE PROFESSIONALS

Pu'ulu Lapa'au

Annual Report 2023

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

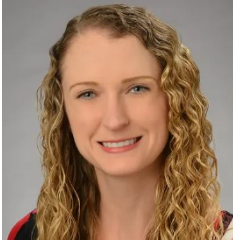
Honolulu, Hawai'i 96817

Visit our website: www.hawaiiphp.org

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E Komo Mai

Welcome From Dr. Angela Gough 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

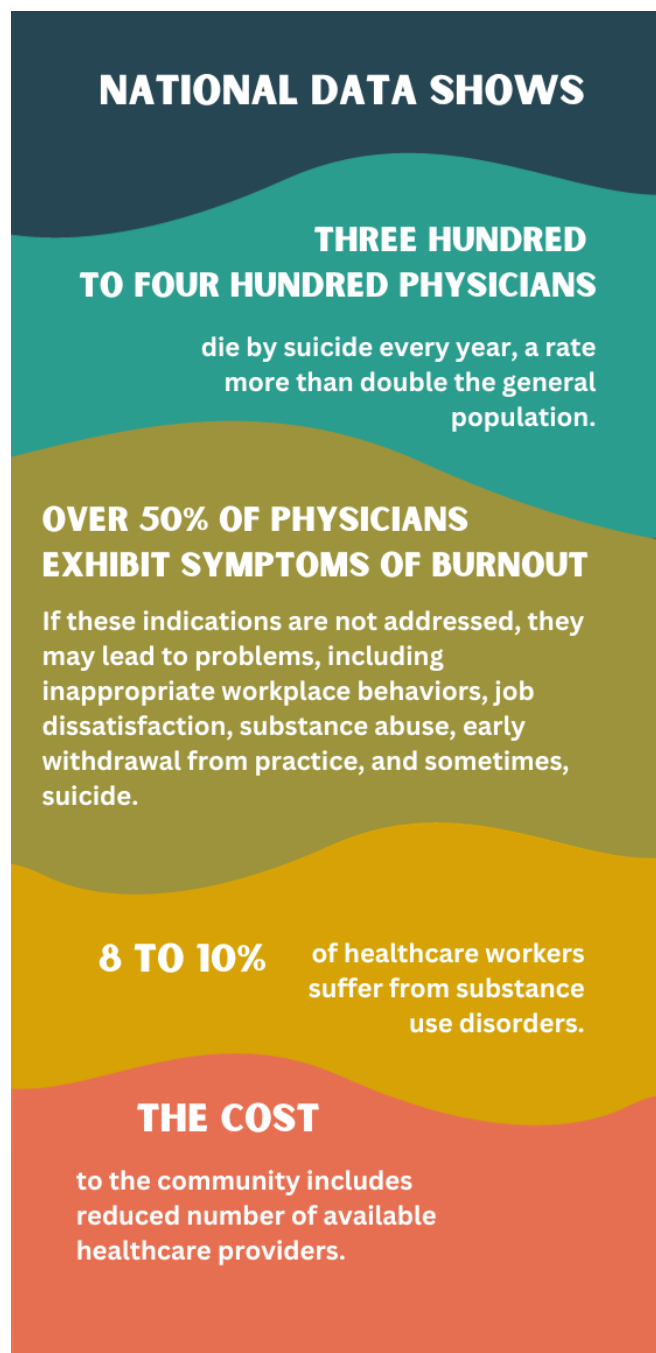
Hawai'i Program for Healthcare Professionals: Pu'ulu Lapa'au - Summary

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.

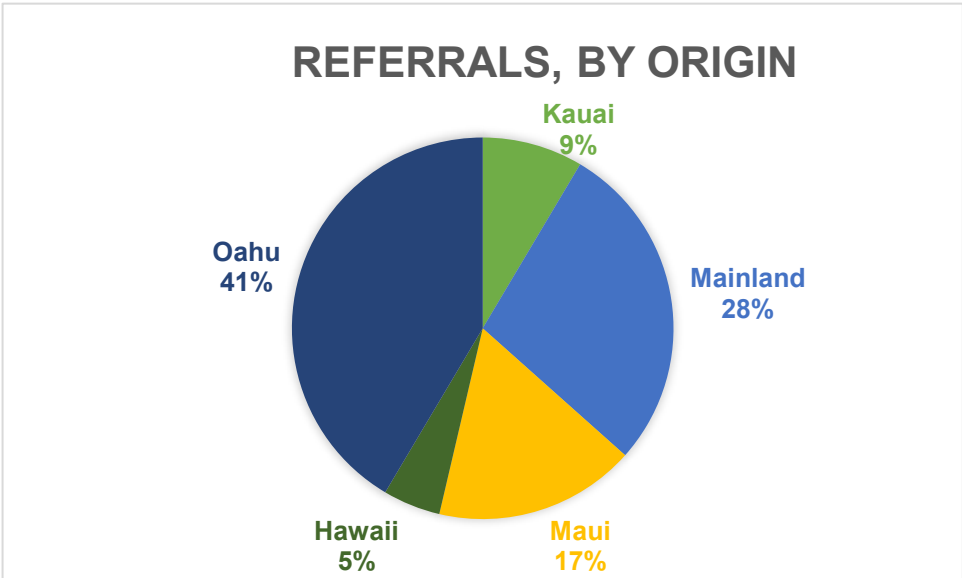
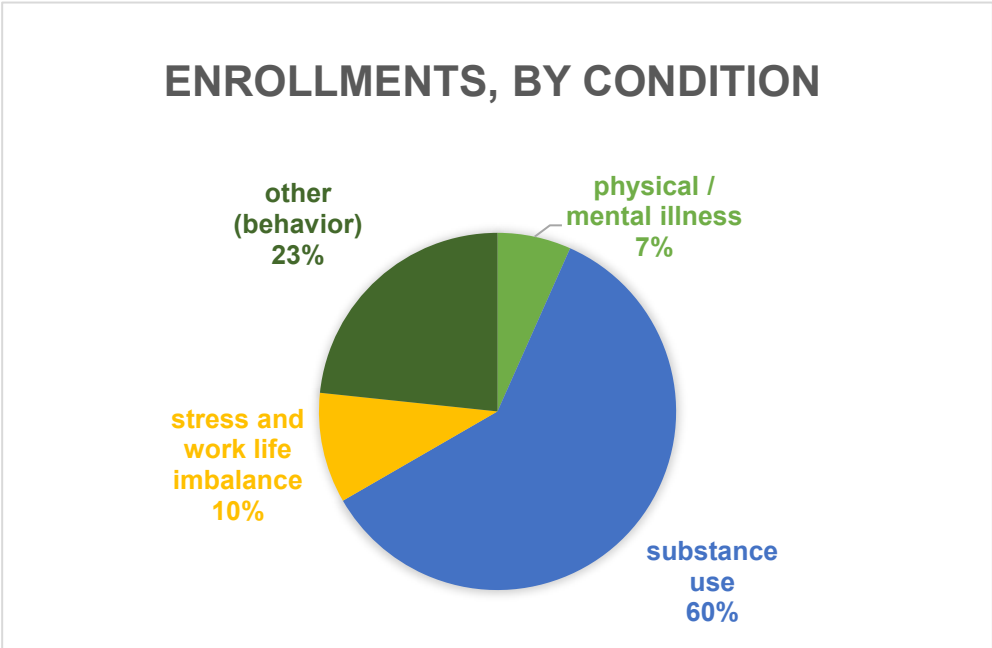
Our ultimate goals are professional well-being and patient safety! Healthcare workers have a profound impact on the community, and the profession must do all it can to maintain their trust.

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 - 2023



Summary of Program Effectiveness 2019 – 2023

Program Effectiveness through December 31, 2023						
I. Percentage of participants that successfully completed the program:		90.5%				
II: Adverse outcomes, by type:		Suicide - none				
		Not working due to loss of licensure, or left medicine: none in 2022				
III: Relapse for substance-dependent individuals:		none in 2023				
PROGRAM EFFECTIVENESS Pu`ulu Lapa`au		2019 thru December	2020 thru December	2021 thru December	2022 thru December	2023 thru December
Percentage successful completions		90.0%	88.7%	89.3%	90.0%	90.5%
Adverse outcomes:						
deaths: suicide or substance-related		none	none	none	none	none
loss of license or leaving practice		one	none	one	one	none
Relapse for substance dependent individuals		none	none	none	one	none



90.5% Program Effectiveness



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

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

Vice-Chairman

Nurse Manager, Clinical Instructor

Gamma Knife Center of the Pacific

Hawai'i Pacific University

Miki Kiyokawa, M.D.

Secretary / Treasurer

Departments of Medicine and Psychiatry

Program Director,

Addiction Medicine Fellowship

Associate Professor, JABSOM,

University of Hawai'i

Directors

Norman L. Goody, M.D.

Hawai'i Island; Emergency Medicine,

Kohala Pain Management

and Palliative Care,

Pono Medicine, Kona

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

Regent, Univeristy of Hawai'i System

Emeritus Professor Psychiatry

JABSOM, University of Hawai'i

Robert C. Kessner, J.D.

Attorney

Kessner, Umabayashi, Bain & Matsunaga

Mary K. Montgomery, D.O.

Emergency Medicine, Retired

Tripler Army Medical Center

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

Legal Nurse Consultant,

Health Care Consultant

Managing member Primary Care Plus

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

Pajnhag V. Real, Phar.D.

Clinical Pharmacist, Emergency Department

Tripler Army Medical Center

Melanie B. Vallejos, DDS

Dentist, Maui, Private practice

Founder, Smiles of Hawai'i Dental Project

David John, M.D.

Director Emeritus

Assistant Professor of Medicine,

University of Missouri

Kansas City School of Medicine

Program Staff

Geri Q. Young, M.D.

Executive Director, August 2023
Retired, HPHMG Kaua'i Medical Director
Member, Hawai'i Medical Board
Pediatrician

Angela Gough, D.O. FASAM

Medical Director, October 2023
Addiction Psychiatry

Mary Ann Lentz

Director of Operations
Program Director





Mahalo Nui Loa

Mahalo nui loa to Mr. Ted Sakai, retiring Executive Director for Pu'ulu Lapa'au.



We cannot thank Mr. Ted Sakai enough for all he has done for the organization, for all these years. Mr. Sakai has served as a veteran state public safety official and is a “legend” in public service in our state, holding multiple executive positions over many years including two terms serving as a Director of the Department of Public Safety.

Mr. Sakai served as the Executive Director for Pu'ulu Lapa'au/The Hawai'i Program for Healthcare Professionals at two critical junctures first in 2011-2012, and then for more than seven years since 2016.

Mahalo nui loa to Dr. Kristopher Bjornson, retiring Medical Director for Pu'ulu Lapa'au.



The Board of Pu'ulu Lapa'au want to thank Dr. Kristopher Bjornson for his outstanding service to our organization since 2006, especially as Medical Director for the past 13 years.

Dr. Bjornson's compassion and courageous leadership as our Addiction Psychiatrist have been instrumental in our PHP's growth and reputation in our healthcare community. We are grateful that Dr. Bjornson will continue to serve on a consultant basis.

E Komo Mai – Welcome

Welcome to Dr. Geri Q. Young, Executive Director for Pu'ulu Lapa'au.



Dr. Geri Q. Young is a long time General Pediatrician who has served the Kauai community for her entire professional life. After growing up in Honolulu, graduating from the St. Andrews Schools in 1970 and Pomona College in 1974 with a B.A. in Zoology, she attended the John A. Burns School of Medicine, completing her degree in 1978. She completed her internship in Pediatrics at the LAC/USC School of Medicine in 1979 and her residency in Pediatrics at KMCWC in 1981. She has worked on Kauai from July of 1981. She was tapped for administration beginning 2007 and retired in July of 2023 as the HPH Medical Group Kauai Medical Director. Dr. Young currently serves on the Hawai'i Medical Board. Dr. Young stepped down as a Board member for Pu'ulu Lapa'au to take the helm of the organization as Executive Director in August 2023.

Welcome to Dr. Angela Gough, Medical Director for Pu'ulu Lapa'au.



Pu'ulu Lapa'au welcomes Angela Gough, DO, FASAM, to the Hawai'i Program for Healthcare Professionals as the Medical Director effective January 1, 2024. Dr. Gough brings her professionalism and expertise to this critical position in our organization.

Angela Gough is an Addiction Psychiatrist with board certifications in General Psychiatry, Addiction Psychiatry, and Addiction Medicine. Her career emphasis is in medication-assisted treatment of substance use disorders, using a whole-person approach to individualize care.

Dr. Gough is the president of the Hawai'i Society of Addiction Medicine and is a fellow of the American Society of Addiction Medicine. She enjoys teaching and training medical residents in her role as Clinical Faculty with the John A. Burns School of Medicine Department of Psychiatry. She is also employed with the Hawai'i Health and Harm Reduction Center.

EDUCATION	University of North Texas HSC, Texas College of Osteopathic Medicine Doctor of Osteopathic Medicine	07/01/2007 – 06/30/2011 Fort Worth, TX
POST-GRADUATE TRAINING	General Psychiatry Residency University of Hawaii, John A. Burns School of Medicine	07/01/2011 – 06/30/2015 Honolulu, HI
	Addiction Psychiatry Fellowship University of Hawaii, John A. Burns School of Medicine	07/01/2015 – 06/30/2016 Honolulu, HI

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

Hawai'i Pacific Health

Queen's Medical Center

Hawai'i Permanente Medical Group, Inc.

Maui Health System

Department of Veterans Affairs Pacific
Healthcare System

Hilo Medical Center – Hawai'i Health Systems
Corporation

Adventist Health Castle

Wahiawa General Hospital

Individual Contributors

Norman L. Goody, M.D.

Sidney Johnson, M.D.

Mary Ann and Preston Lentz

Theodore Sakai

Geri Young, M.D.



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 \$ _____

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



If you prefer to donate online, please go to:

[https://www.hawaiiphp.org/store/p1/Tax-deductible Gift to Pu%CA%BBulu Lapa%CA%BBau.html](https://www.hawaiiphp.org/store/p1/Tax-deductible+Gift+to+Pu%CA%BBulu+Lapa%CA%BBau.html)

or use the QR code to the left. (Square payment processing).

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

Call today: (808) 593-7444



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