



Oregon

Tina Kotek, Governor

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Good afternoon, Chair Nosse, Vice Chairs Javadi and Nelson, and Members of the Committee,

Thank you for the opportunity to testify on House Bill 3043. My name is Rachel Prusak. I am the Director of the Oregon State Board of Nursing.

The Health Professional Service Program (HPSP) was established in Oregon on July 1, 2010, through direct action by the 2009 Oregon Legislature. HPSP is Oregon's Alternative to Discipline Program. The overarching mission of Alternative to Discipline (ATD) programs is to protect the public by improving the health of medical professionals. This mission underscores the importance of these programs in the healthcare industry and should invoke a sense of responsibility and commitment in healthcare professionals and regulatory boards alike. This mission is accomplished by providing professional case management services, including intervention, care coordination, and ongoing monitoring of recovery and safety to practice.

HPSP provides a statewide confidential monitoring program for licensed healthcare professionals who have been diagnosed with a substance use disorder and/or mental health disorder. HPSP has two critical goals: To support public safety and to assist licensees with this diagnosis so that they may continue working in their chosen profession. The positive impact of HPSP on public safety is significant, and it continues to reassure the community of our commitment to their well-being. ATD programs began setting up nationwide as far back as the 1970s for physicians, and the 1990s for nurses when it was acknowledged that they faced the same health diagnosis as their patients, and it was becoming a discipline issue.

Today, programs are set up in almost every state and serve all types of healthcare professionals. HPSP supports these goals through careful monitoring of licensees' participation in substance use disorder/mental health treatment, random toxicology testing, and workplace safe practice. The participating healthcare professional licensing boards and the individual licensee pay for HPSP resources. Licensing boards currently participating in HPSP include the Oregon Medical Board, Board of Nursing, Board of Dentistry, and Board of Pharmacy. Over the last 14 years, some needed clarifications and updates have been identified, which is the product of HB 3043. The Bill:

- Define "monitoring agreement" and "workplace monitor" for purposes of the impaired health professional program.
- Clarify that a licensee may self-refer to the program.
- Clarify the requirements for a program clinical evaluator.
- Update the term "diversion agreement" to "monitoring agreement."
- Add a provision that the boards may charge an assessment for HPSP into licensing fees.

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Vision: A Safe and healthy Oregon promoted through a healthy and diverse nursing workforce.

- Allow a health professional licensing board, under specified circumstances, to remove information about a licensee's participation in the program from its records once they complete the program.

The Bill before you is a testament to the collaborative effort of the participating boards currently in HPSP. It is a result of sharing experiences over the last 14 years to ensure Oregon can move forward centered on public safety. Your involvement in this collaborative effort is crucial, and your support is greatly appreciated, as the program doesn't just return our healthcare professionals to wellness—it keeps them in the workforce.

Thank you for this opportunity, and I am available to answer any questions.



Rachel Prusak, MSN, APRN, FNP
Executive Director OSBN

[More information about Alternative to Discipline Programs](#)

The Federation of State Physician Health Programs [Home](#)

The National Organization of Alternative Programs [NOAP Executive Office- Home](#)

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