



Utah Professionals
Health Program



Get in Touch



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www.UPHP.utah.gov

UPHP was created by the Department of Commerce's Division of Professional Licensing (DOPL) to provide an alternative to public discipline and to assist licensed healthcare professionals whose ability to practice may be impaired due to a *substance use disorder*.



UTAH DEPARTMENT
OF COMMERCE

Division of Professional Licensing

Employer's Guide

UPHP provides early intervention, referral for evaluation, connection to treatment and post-treatment monitoring for healthcare professionals with *substance use disorders*.

The Benefits of Professional Health Programs

The benefits of professional health programs extend beyond addressing substance use disorders. Healthy professionals means better care, decreased medical errors, increased patient satisfaction, lower malpractice rates, and better treatment *outcomes overall*.



Who does UPHP Serve?

Our Process:

- 1 Referral:** Challenging as it may be, reporting a potentially impaired colleague is a courageous act of compassion. If you are a supervisor, employer, co-worker, or family member concerned about a healthcare professional, you can contact us by phone or email. A clinical staff member will respond, listen to your concerns, and provide information and suggestions. Healthcare professionals can also self-report to UPHP.
- 2 Verification:** After receiving a report, UPHP will attempt to verify reported behavior and substance use.
- 3 Interview:** The referred healthcare professional will be invited to meet with UPHP to discuss recommendations, offer support, and plan next steps.
- 4 Evaluation & Treatment:** The referred healthcare professional undergoes evaluation and treatment in facilities and/or with providers approved by UPHP.
- 5 Re-Entry:** Following the initial phase of treatment, UPHP works in concert with the treatment provider's recommendations to establish ground rules for the participating healthcare professional's re-entry into practice.
- 6 Monitoring & Aftercare:** UPHP offers individualized guidance and accountability for a period of about 5 years following the participant's recovery.



Why refer to UPHP

Healthcare professionals are precious resources. We can't afford to lose them. The cost to replace a healthcare professional is typically **2-3x** the healthcare professional's *annual salary*.

