



# Federation of State Physician Health Programs

## FSPHP Insights

April 17, 2025



**REGISTER NOW!**



FSPHP 2025 CONFERENCE AND ANNUAL MEMBERSHIP MEETING  
**Health Professional Wellbeing: Aligning Safety, Supports, and Confidentiality**  
April 23-26, 2025 | Hyatt Regency Seattle

### What You Need to Know Before You Go!

We can't wait to welcome you to Seattle next week for the [FSPHP 2025 Conference and Annual Member Business Meeting!](#)

With just a week to go, we're in full swing putting the final touches on what promises to be an incredible conference.

Here are a few things to know:

- [Yes! You can still register to attend!](#)
- [Preview the detailed conference agenda.](#)
- [Preview Silent Auction items that you can bid on & WIN!](#)
- [Yes! You can still donate an item to the Silent Auction.](#)
- [See What to do in Seattle!](#)
- Yes! You can still get a ticket to the Friday Night Dinner with Dr. Wirt (Andy) Hines III. Email [ssavage@fsphp.org](mailto:ssavage@fsphp.org).


**SHARE YOUR  
EXPERTISE**

**JOIN AN FSPHP  
COMMITTEE!**

### Make an Impact - Join an FSPHP Committee

Join an FSPHP Committee or Task Force today and contribute to a cause you're passionate about! It's a fantastic way to build your skills, gain valuable experience, and connect with like-minded professionals. Plus, being part of a committee is a great pathway to future leadership opportunities, including a potential role on the Board of Directors. Get involved and start making a difference!

[See FSPHP Committees & Rosters](#)



FEDERATION OF STATE PHYSICIAN HEALTH PROGRAMS, INC.  
460 Main Street, Suite 8-205, Woburn, MA 01807  
Tel: 978.347.0880 • Fax: 978.347.0802 • [www@fsphp.org](mailto:www@fsphp.org)

April 14, 2025

To: **California Legislature**  
Cc: **Aaron Bone, Chief of Legislation and Public Affairs, Medical Board of California**  
**Marc Berman, Assembly Member**

**Subject: FSPHP Urges Passage of California's AB 408: A Progressive Step Toward a Model Physician Health Program Safeguarding California's Physicians and Patients**

The Federation of State Physician Health Programs (FSPHP) strongly supports AB 408 to establish California's Physician Health and Wellness Program—a critical resource for physicians facing mental health and substance use disorders (SUDs). This legislation aligns with proven models in 48 states, **providing early intervention to protect both physicians and patients.**

**Key Advantages of a PHP supported by AB 408**

- 1. Workforce Protection and Public Safety Through Early Intervention:** Requires positive cooperation with rehabilitation, encouraging help-seeking before impairment occurs. This reduces liability risks while protecting patient safety.
- 2. Confidential Record Protections:** Shields records except for treatment safety risks, addressing physician fears of licensure penalties and promoting timely care.
- 3. Enhanced Reporting Requirements with Protection for Reporter:** Reporting for those at risk of impairment while also offering protection for reporters, encouraging a culture of accountability.
- 4. Voluntary State-Administered Alternative to Discipline:** Offers successful 45-day programs, enabling physicians to seek help without career-ending consequences.
- 5. FSPHP Real-Practice Integration of Quality and Process Improvement:** Requires third-party administration by accredited nonprofits, ensuring evidence-based care and peer review.
- 6. Clear Regulatory Framework and Language:** Defines roles for the Medical Board and administrators to minimize ambiguity.

**Why a PHP supported by FSPHP PHP Guidelines is Critical**

- Substance Use Disorders Lifetime prevalence: 15.3% of physicians (U.S. NIA, CA NMS). Current rates: 42% of U.S. physicians require immediate SUD support.

## FSPHP Urges Passage of California's AB 408

### FSPHP Urges Passage of California's AB 408: A Progressive Step Toward a Model Physician Health Program Safeguarding California's Physicians and Patients

The Federation of State Physician Health Programs (FSPHP) strongly supports AB 408 to establish California's Physician Health and Wellness Program—a critical resource for physicians facing mental health and substance use disorders (SUDs). This legislation aligns with proven models in 48 states, prioritizing early intervention to protect both physicians and patients.

[Read letter here.](#)

### [AB-408 Physician Health and Wellness Program](#)

**Introducing the Federation of State Physician Health Programs (FSPHP) Performance Enhancement and Effectiveness Review (PEER™) Program!**

The PEER™ program is designed to empower Physician Health Programs (PHPs) to optimize performance, enhance effectiveness, and align with best practices by utilizing the 2019 FSPHP Physician Health Program Guidelines—the review process will provide feedback specifically designed to enhance and enhance consistency and excellence for your PHP!

**Why Participate in a PEER™?**

- **ACTIONABLE RECOMMENDATIONS:** Identify program strengths and areas for enhancement.
- **GUIDED BY INDUSTRY EXPERTS:** Developed by a consensus of experts utilizing FSPHP's PHP Guidelines and objective, experienced expertise
- **THE PEER™ PROGRAM IS NOT A "PASS" OR "FAIL":** It is specifically designed to provide expert insights to enhance and enhance PHP operations.

**Elevate Your PHP. Enhance Operations. Strengthen Your Impact.**

**Learn more today: <https://www.fsphp.org/peer-program>**

**The Future of Healthcare Professional Evaluation and Treatment is Here!**

The Federation of State Physician Health Programs (FSPHP) is pleased to announce the launch of the **FSPHP Evaluation and Treatment Accreditation™ (FSPHP-ETA™)** program and the release of the **FSPHP-ETA™ Standards for Accreditation v2.0!**

This groundbreaking program sets the gold standard for evaluation and treatment programs serving:

- **General physicians**
- **Medical students**
- **Residents and Fellows**
- **Healthcare professionals in safety-sensitive roles.**

**Why Participate in a FSPHP-ETA™?**

- **OBJECTIVE AND RELIABLE ACCREDITATION**  
Developed over 4 years by a consensus of experts utilizing FSPHP Guidelines to enhance the effectiveness of evaluation and treatment processes and thereby optimize outcomes.
- **PROMOTES CONSISTENCY AND QUALITY**  
Makes guidance available for providers working with safety-sensitive professionals.
- **SPECIALIZED FOR HEALTHCARE**  
Addressing the unique needs of medical professionals in safety-sensitive occupations.
- **Showcase your program as a leader in the field with the FSPHP-ETA™**  
➤ Purchase the FSPHP-ETA™ Standards and take the next step toward enhanced excellence.

**Join the movement today! Learn more and apply now: <https://www.fsphp.org/fsphp-eta>**

## FSPHP Leaders to Present at Federation of State Medical Boards (FSMB) Administrators in Medicine Meeting

Drs. Michael Baron, Joe Jordan, and Scott Humphreys will present an insightful overview of the **FSPHP-Evaluation and Treatment Accreditation (FSPHP-ETA™)** program at the FSMB Administrators in Medicine Meeting in Seattle next week. The ETA™ program recognizes evaluation and treatment programs specializing in the unique needs of this safety-sensitive population of healthcare professionals. Additionally, they will delve into the **FSPHP Performance Enhancement and Effectiveness Review (PEER™) Program**, designed to empower Physician Health Programs (PHPs) and other safety-sensitive professional health programs. This program utilizes the [2019 FSPHP Physician Health Program Guidelines](#) as a practical framework for identifying opportunities to optimize performance and effectiveness, ensuring alignment with best practices among PHPs





---

## ***Attention PHP Member Leaders*** **Register Now for 5/14/25 Open Forum Leadership Meeting**

**May 14, 2025 at 12-1pm Eastern Time**

***Facilitator: Dr. Arthur Hengerer, FSPHP Board Member  
and Past Chair of FSMB Board, Board of Professional Medical  
Conduct, and the Dept of Otolaryngology at University of  
Rochester***

The FSPHP Open Forum Leadership Series is a platform for FSPHP Member PHP leaders to engage in open discussions, share best practices, share updates, and foster collaboration and innovation within the organizations, and address critical issues affecting physician & professional health programs. These informal events are open to FSPHP PHP Members that identify as part of their leadership team, including executives, directors, and department heads.

[Learn more & register](#)



---

## **Exciting News—Registration is Now Open for the Fall Regional Member Meetings!**

FSPHP Regional Member Meetings provide a valuable platform for members to come together, share experiences, and collaborate on developing best practices.

### **FSPHP 2025 Regional Member Meetings**

#### **Northeast Region - virtual**

Thursday, October 9, 2025

#### **Southeast Region - virtual**

Tuesday, October 14, 2025

#### **Western Region - virtual**

Tuesday, October 21, 2025

#### **Central Region - virtual**

Friday, November 14, 2025

[Learn more and register.](#)

***Regional Member Meetings are an FSPHP Member benefit. Log-in  
required to register.***

JOIN FSPHP FOR ACCESS TO MEMBER-ONLY CONTENT



Federation of State Physician Health Programs  
668 Main Street, Suite 8, #295  
Wilmington, MA 01887  
Phone: 978-347-0600 Fax: 978-347-0603  
[www.fsphp.org](http://www.fsphp.org)  
[Follow FSPHP on LinkedIn](#)

Best way to contact us is by email:  
[lbresnahan@fsphp.org](mailto:lbresnahan@fsphp.org) Linda Bresnahan, MS, FSPHP Executive Director  
[ssavage@fsphp.org](mailto:ssavage@fsphp.org) Sandra Savage, Membership Services Manager