



# IMP3

---

# LIVE

 | IMP3 LIVE

# Worried About Yourself or a Colleague

## The In's and Out's of IMP3

Andrew Funk, PharmD  
Executive Director

Jennifer O'Toole, RPh  
In-House Compliance Officer  
IMP3 Administrator

Iowa Board of Pharmacy



# Disclosure

Presenters report that they serve in an administrative role for the Iowa Monitoring Program for Pharmacy Professionals.

# Learning Objectives

1. Identify the composition of the IMP3 Committee and its purpose and how it differs from and relates to discipline.
2. Identify the available options for a pharmacy professional to self-report to the IMP3.
3. Describe the process from initial self-report to discharge of IMP3.
4. Describe the responsibilities of a Work Site Monitor.
5. Describe the information about IMP3 participants that must be kept confidential when a participant remains compliant in the program.

# STATISTICS

- 40 million Americans have substance abuse problems
- 9 million Americans with a psychiatric illness also have a substance abuse issue (Dual Diagnosis)
  - Less than 8% are treated for both conditions
  - Nearly 56 % are not treated at all

# PRETEST QUESTION

Who is eligible to be a participant in IMP3?

- A. Pharmacists only
- B. Pharmacy interns and technicians
- C. Pharmacists, technicians, and pharmacy support persons
- D. Pharmacists, interns, technicians

# PRETEST QUESTION

IMP3 can accept a self-report only when it is received by the individual who has an impairment.

- A. True
- B. False

# History of Pharmacy Assistance Programs in Iowa

- 1981 -Pharmacists Aiding Pharmacists in Iowa (PAP'I)
  - Pharmacists
  - Need for an assistance program
- 1997 -The Iowa Pharmacy Recovery Network (IPRN)
  - All pharmacy professionals
  - Legislation was enacted
  - Administered by IPA
- 2016 -Iowa Monitoring Program for Pharmacy Professionals (IMP3)



IMP3 LIVE



## PURPOSE OF IMP3

- To monitor and support pharmacy professionals who report problems with mental health, physical disabilities or drug and alcohol abuse or dependence.
- Confidentially assist with obtaining an evaluation, treatment, aftercare, and support in order to maintain personal and professional integrity, while ensuring patient and public safety is maintained.

# WHAT IS IMP3?

- Intense end-to-end monitoring program
  - Evaluation
  - Treatment
  - Aftercare
- Protecting the public

# COMMITTEE MEMBERS-by rule

- i. The executive director of the Board of Pharmacy or the director's designee
- ii. One representative from Drake University College of Pharmacy and Health Sciences
- iii. One representative from University of Iowa College of Pharmacy
- iv. One board of pharmacy licensee who has maintained sobriety for a period of no less than two years following successful completion of a recovery program
- v. One health care professional with expertise in substance use disorders
- vi. One health care professional with expertise in mental health
- vii. One public member



IMP3 LIVE

# CURRENT IMP3 COMMITTEE MEMBERS

- Andrew Funk, Pharm.D.
- Amanda Latta, Pharm.D.
- Jeff Reist, Pharm.D., BCPS
- Bruce Alexander, Pharm.D.
- Tracy C Peterson, R.Ph
- Renae Chesnut, Ed.D, MBA
- Charles Vincent Wadle, D.O
- Deana Schuplin, LMHC, ACADC
- Trevor G Petersma, J.D.

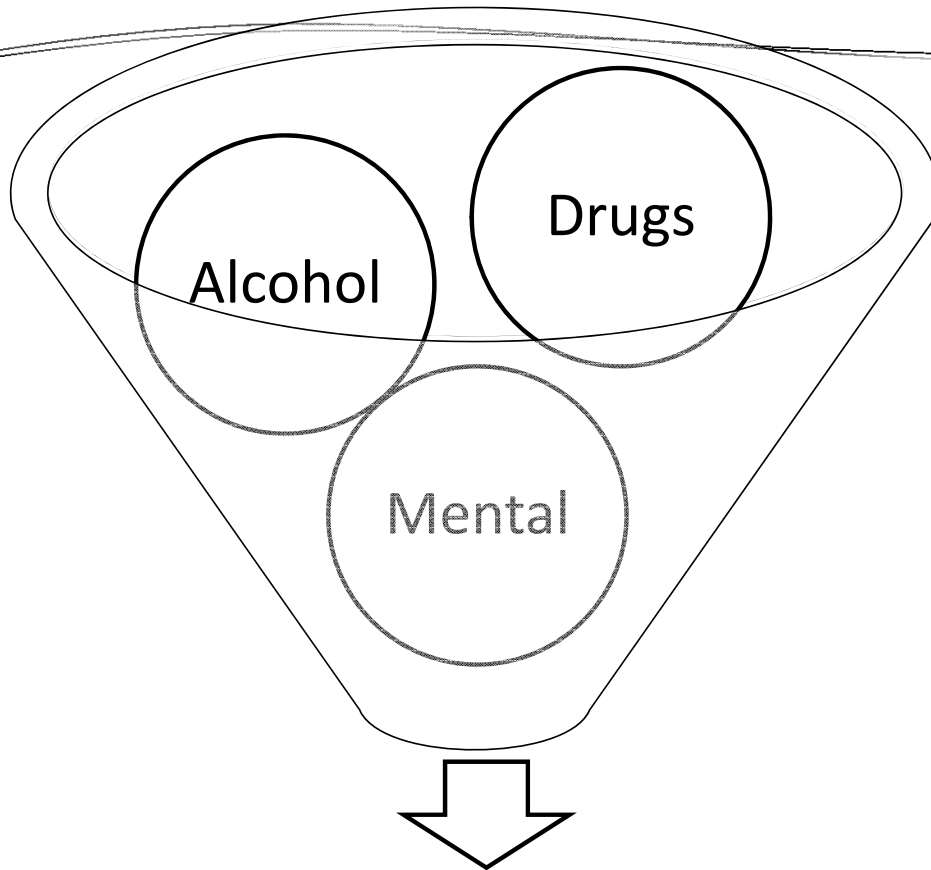
# IMP3 COMMITTEE vs. BOARD

## IMP3

- Evaluates recommended treatment
- Compliance to the contract
- Communicates with monitoring team
- Does not treat or recommend treatment

## BOARD

- Reviews investigative reports of diversion of patient harm
- Decides discipline
  - Suspension
  - Revocation
  - Probation



**IMPAIRMENT**



IMP3 LIVE

# UNMONITORED IMPAIRMENT

- Harming a patient
- Harming self
- Harming others
- Spirals
- Discipline
  - Losing license/registration
- Criminal
  - Losing freedom



IMP3 LIVE

A series of thin, black, overlapping lines in the top right corner of the slide, forming a complex geometric pattern of triangles and polygons.

**DO YOU KNOW SOMEONE WHO  
COULD BENEFIT FROM IMP3?**



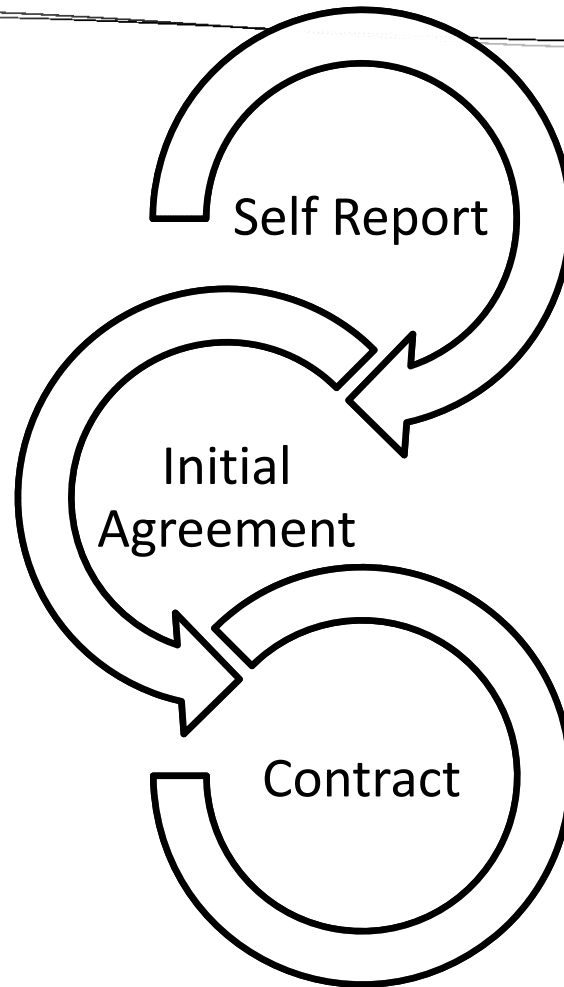
# SELF-REPORT

- Application
- Self initiated
- Initiated by others
- Board ordered

# HOW TO SELF-REPORT

- Electronic form on IMP3 website
  - [WWW.IMP3.COM](http://WWW.IMP3.COM)
- Email
  - [IMP3@IOWA.GOV](mailto:IMP3@IOWA.GOV)
- Call
  - 515-725-2253
- Mail
  - IMP3 400 SW 8<sup>th</sup> St Ste E, Des Moines, IA 50309

# PROCESS



# What happens when you self-report?

- Contacted by IMP3 staff
  - Gathers information about the situation
- Sign an Initial Agreement
  - Referral for further evaluation and treatment.
  - Release of Information
    - Therapist
    - Psychiatrist/Provider
    - Evaluation/Treatment Facility
  - Records are gathered to determine if the pharmacy professional would benefit from ongoing support and monitoring.
  - Contract is developed
  - Pharmacy Professional continues to work.

# INITIAL AGREEMENT

- Agree to comply with terms and conditions until the committee determines eligibility
- Records are gathered to determine if the pharmacy professional would benefit from ongoing support and monitoring.
- Contract is developed
- Pharmacy Professional continues to work.

# INITIAL AGREEMENT TERMS AND CONDITIONS

- Evaluation
  - Mental health
  - Substance abuse
  - Comprehensive
- Release of Information
  - Therapist
  - Psychiatrist/Provider
  - Evaluation/Treatment Facility
- Follows recommendations of evaluators and current providers
- Abstain from alcohol and mood altering drugs

# INELGIBILITY

- Diverted drugs to others
- Adulterated, misbranded, or otherwise tampered with drugs intended for a patient
- Provided inaccurate, misleading, or fraudulent information
- Failed to fully cooperate with the committee
- Failed similar program offered by another state
- Failed to sign an initial agreement or a contract when offered by the committee



IMP3 LIVE

# CONTRACT

- Expansion of Initial Agreement
- Duration of contract—5 years
- Medication monitoring
- AA/NA meetings/sponsor
- Abstinence from drugs and alcohol
- Drug screening



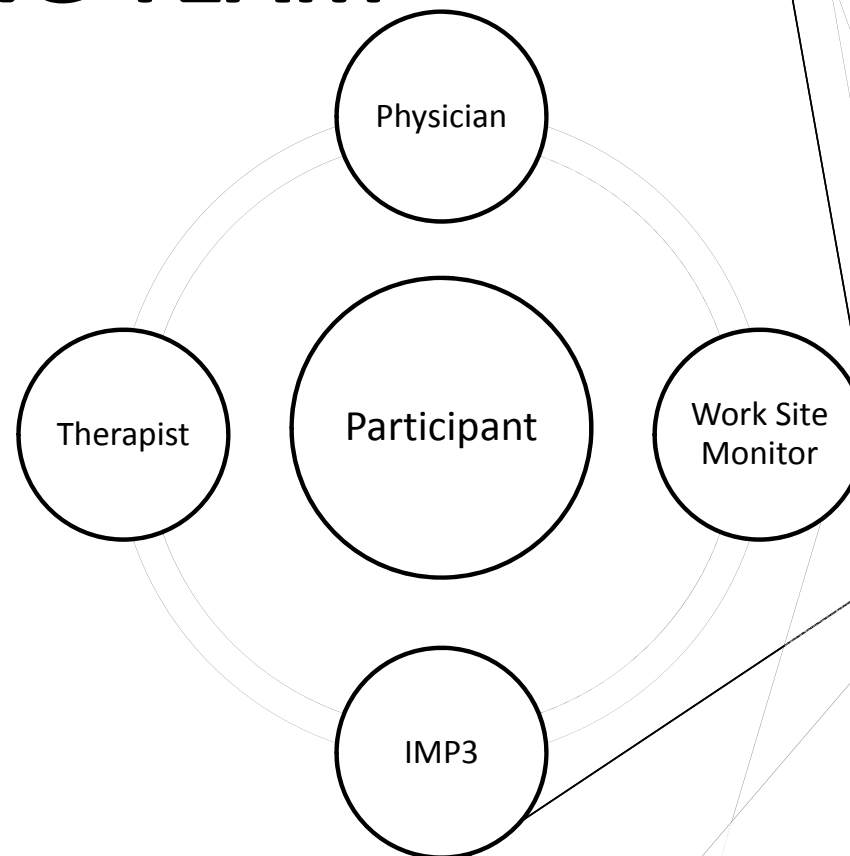
# CONTRACT

- Authorizes communication with monitoring team
- One pharmacy
- Dental
- Surgical
- Disclosures
- Notification of changes-Rx if CS
- Expenses
- Refrain from PIC or Work Site Monitor

# MONITORING TEAM

## ● Monitors

- Approved by IMP3
- Physician
- Therapist
- Work Site
- Team



# QUARTERLY REPORTS

- Monitoring Team
  - Physician
  - Therapist
  - Work Site
- Participant

# PHYSICIAN MONITOR

- Primary Monitor
  - Psychiatric treatment
  - Medication management
  - Tracks progress
  - Assists in recovery
  - Aftercare



IMP3 LIVE

The background features a series of thin, light gray lines that create a complex, abstract geometric pattern. These lines intersect to form various shapes, including triangles and polygons, primarily concentrated on the right side of the slide. A prominent dark gray line curves across the top of the slide, starting from the left edge and ending near the right edge. Another dark gray line runs diagonally from the bottom left towards the right side, intersecting with the other lines.

# THERAPIST

- Guidance
- Coping skills
- Support
- Assists in recovery
- Aftercare

# WORK SITE MONITOR

- Behavior
- Questionable practice
- Professional misconduct
- Scope of duties
- Aftercare

**RECOGNIZING SUBSTANCE ABUSE  
DISORDERS IN THE WORKPLACE  
(WORK SITE MONITOR)  
WHAT TO REPORT TO IMP3**



IMP3 LIVE

# SOCIAL CUES

- Drawing inward
  - Not interacting
  - Apathetic
- Drawing away from others
  - Not attending after work events
- Difficulty in maintaining relationships
  - Co-workers
  - Friends
  - Family



# PHYSICAL CUES

- Personal hygiene
- Weight loss/gain
- Slurred Speech
- Aggressive, mood swings, erratic
- Confusion
- Memory loss

# WORK RELATED CUES

- Arriving late/leaving early
- Arriving early, staying late, skipping meals
- Increased sick time/doctor's appointments
- Frequent breaks/disappearances
- Inappropriate time spent near drug supply
- Sloppy record keeping
- Excuses or blaming others

# WHAT NOT TO DO

Enable

Make  
Excuses

Lighten  
Work  
Load



# WHAT TO DO

- Approach coworker with concerns
- Educate on IMP3 and other avenues of treatment
- Show compassion
- Those with addiction issues want help
- If diversion to others or a crime has been committed call police and report to licensing authority

# Confronting vs. Enabling

- **Enabling**

- Correcting work mistakes made by individual and not documenting it
- Making excuses for the impaired persons changed behavior
- Offering to provide old exams or notes because someone was too hungover or high to come to class

- **Confronting**

- Pull the person aside and ask them what happened that led to the mistake
- Inquire to the individual about their changed behavior and what might be causing it.

# PARTICIPANT'S RESPONSIBILITIES

- Identify monitors
- Notifications to IMP3
  - Monitors
  - Changes
- Adhere to terms of contract
- Quarterly reports

# POST CONTRACT TERMS

- Aftercare recommendations
- Life-Long
- Future
  - Relapse
  - May Self-Report again

# CAN IMP3 BENEFIT YOU OR ANYONE YOU KNOW?

If so, please contact IMP3





# NONCOMPLIANCE

- Notification to IMP3
  - Practice restrictions
  - Sent to Board
    - Investigation
    - Discipline

# Does the BOP know who is an IMP3 participant?

- Board ordered to participate in the IMP3
- Participant is not compliant with the IMP3 contract and is referred to the Board
- Participant's pharmacy practice poses a significant risk to the public

# What does the public know about IMP3 participants?

- When Board orders participation in IMP3
- All Board orders are public records

**Professional skills and  
reputation do not have to be  
damaged as a result of  
impairment.**



IMP3 LIVE

# PEER REPORTING TO IMP3

- Pharmacy professionals are obligated to report any knowledge of a colleague's possible impairment to the Board in a timely manner. Pharmacy professionals who fail to report a colleague's impairment may find themselves in the unfortunate position of being subject to disciplinary action themselves by the Board.
- A peer can self-report a colleague to the IMP3 and that fulfills their mandatory reporting duty to the Board.
- Contact IMP3 at [imp3@iowa.gov](mailto:imp3@iowa.gov)

# CAN IMP3 BENEFIT YOU OR ANYONE YOU KNOW?

If so, please contact IMP3

 IMP3 LIVE

## Scenario #1 – Self-Reporting

- Do you think this individual needs to report themselves to IMP3?
- What are possible barriers that might keep this individual from reporting themselves?
- Would you self-report this individual?

## Scenario #2 – Impaired Colleague

- What concerns you about this colleague's behavior?
- What would you do prior to reporting a colleague?
- Who should you inform when you are concerned that a colleague might be impaired?



## Scenario #3 – Impact of not reporting

- What would concern you about reporting a colleague?
- Why might it be difficult to self-report to IMP3?
  - Support colleague in decision to self-report
- What happens if I do not report myself or an impaired colleague?

## Purpose of IMP3 – Revisited

- The IMP3 was established to monitor and support pharmacy professionals who report problems with mental health, physical disabilities or drug and alcohol abuse or dependence.
- The IMP3 is here **to help** individuals recover from situations that make it difficult for them to practice pharmacy **not punish** them for problems that may have been outside their control.

# Questions

- [www.imp3.iowa.gov](http://www.imp3.iowa.gov)
- [imp3@iowa.gov](mailto:imp3@iowa.gov)
- 515-725-2253

## Resources

- Kenna GA, Wood MD. Prevalence of substance use by pharmacists and other health professionals. J Am Pharm Assoc (2003). 2004 Nov-Dec;44(6):684-93.
- American Pharmacists Association. Addiction and substance abuse in the pharmacy professions: From discovery to recovery. Pharmacy Today. 2013(Aug);19(8):62–72.
- Iowa Physician Health Program Presentation – All Residents Retreat, June 23, 2016 <http://iphp.iowa.gov/faqs.html>
- Iowa Monitoring Program for Pharmacy Professionals website, <https://imp3.iowa.gov/>
- Naidoo S. Colleagues and Substance Abuse, What are my ethical responsibilities. Current Allergy & Clinical Immunology, June 2012 Vol 25, No.2 pgs 85-86

# REFERENCES

- IAC 657—Chapter 30 Iowa Monitoring Program for Pharmacy Professionals
- National Center on Addiction and Substance Abuse  
<http://www.centeronaddiction.org/health-care-providers>
- Futures of Palm Beach <http://www.futuresofpalmbeach.com/evidence-based-treatment/dual-diagnosis-treatment/>
- US Department of Justice  
[http://www.deadiversion.usdoj.gov/pubs/brochures/drug\\_hc.htm](http://www.deadiversion.usdoj.gov/pubs/brochures/drug_hc.htm)



# IMP3

---

# LIVE

 | IMP3 LIVE