

OEMS & the Health Professionals Services Program

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The Minnesota Health Professionals Services Program (HPSP) provides a confidential and supportive alternative to formal discipline for health care professionals—including those in emergency medical services (EMS)—who face illnesses that may affect their ability to practice safely. HPSP focuses on promoting early intervention, diagnosis, treatment, and monitoring to protect public safety while helping professionals access the care they need.

The OEMS recognizes the unique mental health and substance use challenges faced by EMS providers. Conditions such as PTSD, depression, and substance use disorders are prevalent in EMS due to repeated exposure to traumatic events like violence, death, and life-threatening situations. Studies show that 20–25% of EMS professionals experience PTSD—similar to military personnel—while 41.5% report issues like burnout and PTSD, and 20.9% report substance use concerns during their careers. These challenges often negatively impact quality of life and professional well-being. However, the stigma surrounding mental health and substance use can prevent EMS professionals from seeking help. HPSP addresses this by offering confidential monitoring, promoting early treatment, and improving recovery outcomes.

Referrals to HPSP

EMS professionals may access HPSP through three referral pathways:

- **Self-Referral:** You can voluntarily contact HPSP to begin the process.
- **Third-Party Referral:** A concerned employer, colleague, or treatment provider may refer you for evaluation. To submit a Third-Party Referral:
 - Complete the [Third-Party Referral Form \(PDF\)](#).
 - Fax to (651) 797-1380 or email to hlbhpsp@state.mn.us.
- **OEMS Referral:** If OEMS receives information indicating a possible illness that could impair your ability to practice safely, we may refer you to HPSP for an intake review.

A referral to HPSP does **not** mean you will automatically be monitored. Eligibility and the need for monitoring are determined solely by HPSP through their review process. HPSP does not inform the OEMS about your status in the program or your progress while enrolled. OEMS is only notified when you leave the program if required under statute or if monitoring was mandated as part of an order. Discharge from HPSP may be either satisfactory or unsatisfactory, and HPSP determines this based on your compliance with monitoring requirements.

For more information about HPSP services or the intake process, call (651) 642-0487 and ask to speak with a case manager.

What to Expect from HPSP

You will meet with a case manager for an initial interview. Depending on your circumstances, additional steps such as assessments or medical records may be required. If monitoring is warranted, you will sign a Participation Agreement outlining the program's terms and duration, typically 12 to 60 months.

Monitoring services are free, but participants are responsible for treatment costs and any required toxicology screens. Employers may provide quarterly updates about your progress, but information shared with them is limited strictly to what is necessary for workplace safety. HPSP does not disclose diagnosis, treatment details, or personal health information unless required under law.

In some situations, HPSP participation is completely voluntary and initiated by the provider. In other cases, OEMS may require a professional to complete an evaluation with HPSP or, when necessary, to participate in monitoring as a condition of continued practice or as part of a disciplinary order. The specific expectations—such as whether only an evaluation is required or whether a full monitoring agreement is needed—depend on the circumstances of the referral and HPSP's clinical eligibility determination. While many participants enter HPSP voluntarily, others are referred through formal processes to ensure appropriate oversight and safe practice.

If no illness is identified, your case will be closed without notification to your licensing board unless the referral was made by OEMS. To be eligible for HPSP services, you must hold a current credential issued by a Minnesota health licensing board, the OEMS, or the Department of Health.

If you are concerned about the health or well-being of an EMS colleague, employee, or family member, HPSP offers a supportive resource to address conditions that may affect safe practice.

Supporting EMS Professionals Through HPSP

HPSP's services are available to **hundreds of thousands** of credentialed health care professionals in Minnesota. By partnering with HPSP, OEMS helps protect public safety while supporting mental health and resilience among EMS professionals. Programs like HPSP create a critical pathway for practitioners to seek help without fear of stigma or career consequences, strengthening a healthier and more sustainable EMS workforce.

For more information or to begin the referral process, contact HPSP at (651) 642-0487 or email hlbhp@state.mn.us.