



Tennessee Professional Assistance Program  
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## Role Delineation

TnPAP recognizes that a vital link in the recovery process is a strong on-going support system. One of the methods that can be employed to meet this need for recovering healthcare professionals is facilitated support groups.

The purpose of facilitated support groups in the TnPAP monitoring process is to:

- Share experiences; provide strength, hope and support in addressing issues related to the process of recovery from chemical or mental health impairment.
- Provide support regarding professional issues, including re-entry into the workplace.

Support Group Facilitators and Co-Facilitators must:

- Believe in the chemical impairment concept, the total abstinence model of recovery and the 12-step program model.
- Maintain participant confidentiality except when the participant is a threat to self or others or has a written consent for release of information.
- Contact TnPAP immediately if a crisis situation occurs, an intervention is required or a relapse is suspected.
- Prepare a report quarterly for each participant attending his/her group(s) and submit to TnPAP.

The role of the support group facilitator is to:

- Facilitate the group meeting.
- Keep the group focused on the day-to-day professional issues and the recovery process which supports a healthcare professional's return to his/her profession in a manner which protects the health and safety of the public.
- Apply the principles of interpersonal interaction group process while giving priority to recovery.
- Be supportive of the Tennessee Professional Assistance Program.

The role of the support group co-facilitator is to:

- Assist the primary facilitator with group facilitation.
- Act as a facilitator in the absence of the primary facilitator. *The co-facilitator may not conduct meetings without supervision of a facilitator, unless there is an emergency situation or for a brief period, e.g., while the facilitator is on vacation.*

Limitations of the facilitator:

- While a facilitator may be a licensed counselor/therapist, in his/her role as a TnPAP facilitator the function is one of *support not therapy*.
- In the course of facilitating a group if the facilitator feels that an issue needs to be addressed regarding additional therapy or relapse (s)he is to contact the individual's case manager immediately. Facilitators are not to refer participants for therapy and/or treatment. This is the role of the TnPAP case manager.
  - Each support group is limited to 12 members. A facilitator may have multiple groups. However, no more than 12 individuals may be present at any meeting.

- TnPAP must be timely notified of all administrative changes (meeting day, time, location, vacation schedule, group cancellation).
- Support group may not be conducted in a home or restaurant environment.
- Support Group Facilitators and Co-Facilitators shall not recruit participants from their support group who are enrolled in TnPAP into their private practice for the purpose of providing therapy.
- Support Group Facilitators and Co-Facilitators affiliated with any treatment facility shall not recruit participants from the facility into their TnPAP support group.

I acknowledge that I have read, understand, and agree to adhere to the above stated role delineation.

Signature \_\_\_\_\_ Date: \_\_\_\_\_