



Postdoctoral Training

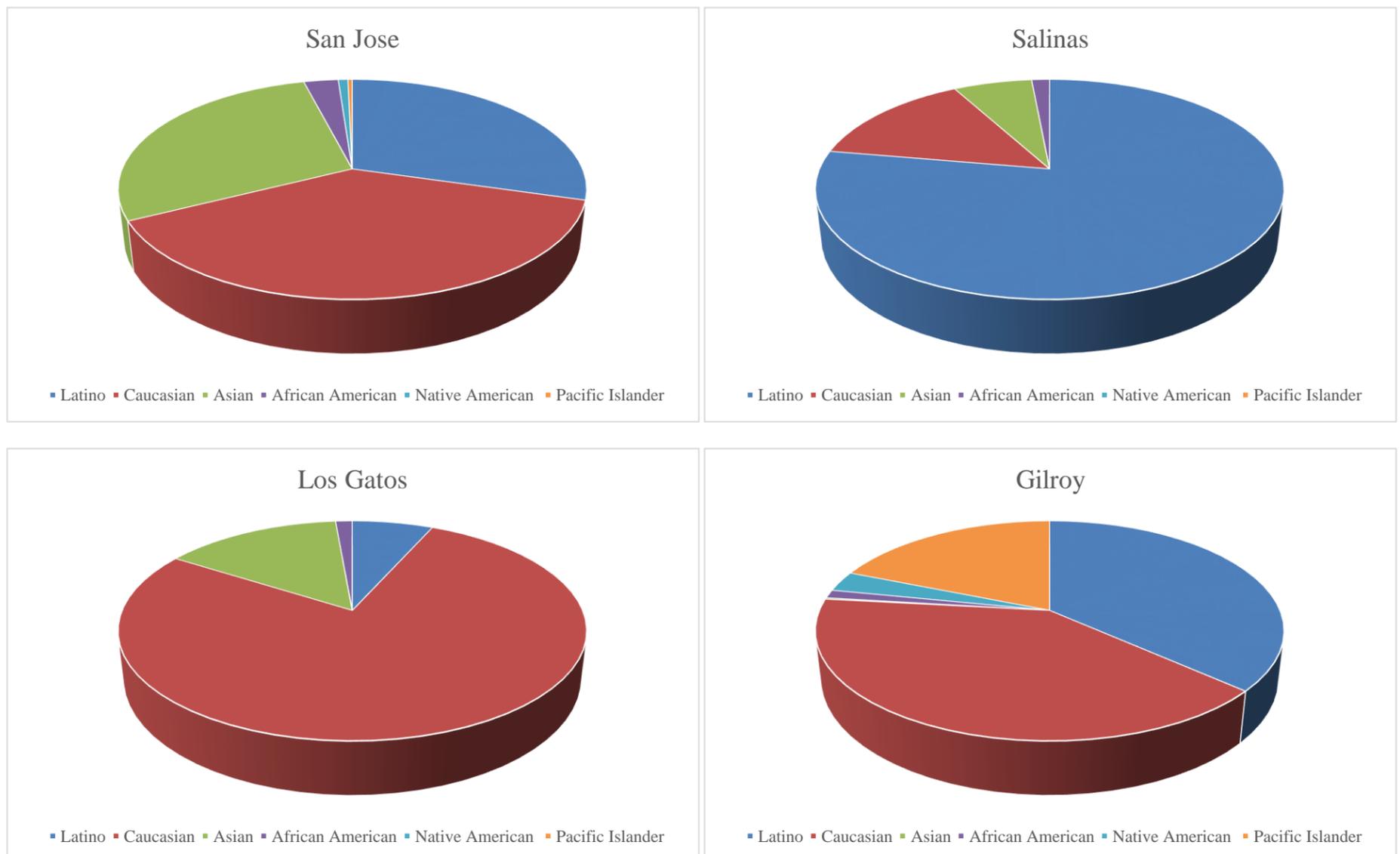
RehabOne Medical Group is a group of four private medical clinics, located mostly in the San Francisco Bay Area and also Monterey County, California, with integrated professional teams focusing on the treatment of adult chronic pain patients. This program will prepare fellows for a career in pain psychology, health psychology, rehabilitation psychology or clinical psychology practice in medical settings. It will also give the fellow experience using electronic health records.

Two of our clinics are located in rural areas (Salinas and Gilroy), and two are located in suburban/urban areas (Los Gatos and east San Jose), and the patient population reflects the demographics of each of the surrounding areas. The postdoctoral fellow will rotate between at least two of these locations. LGBTQIAA individuals compose about 10% of our patient population.

The population served in the rural clinics are largely agricultural workers and many are monolingual Spanish-speakers. As most of our staff are bilingual and bicultural (English and Spanish speaking) the supervisee will have the opportunity to work in those languages. Professional translators will be provided for supervisees not fluent in the language of the patient. Multicultural training is an integrated part of training and there is an opportunity to be supervised in Spanish, should the trainee prefer. Postdoctoral fellows will also have the opportunity to work with PTSD, as well as somatoform, anxiety, depression, personality and adjustment disorders. In most of our clinics, patients have never seen a mental health professional.

The first two weeks of the fellowship will consist solely of training in pain psychology basics, the use of our electronic health record, the use of our HIPAA-compliant distance technology, and shadowing various members of the team. Thereafter, the fellow will begin seeing groups (in person and via live video) and individual patients (in person).

PATIENT DEMOGRAPHICS ACROSS CLINIC LOCATIONS



Clinic Programs

Behavior Medicine Service (all sites)

The Behavior Medicine Service (BMS) offers consultation and individual treatment to chronic pain patients that are also seen by RehabOne physicians and integrated with medical and other therapeutic treatment. Treatment is intended to help patients maximize function and improve the management of their pain, so they can improve their quality of life. Outside referrals from other pain management physicians, occupational medicine clinics, insurance carriers and other pain management programs are also accepted.

The supervisee will initially shadow the supervisor, performing consults, testing and report writing and then see patients on their own. Refining of testing and report writing skills will continue for the length of time the supervisee is collecting hours. Exposure to Med/legal report writing is available.

“Pain is inevitable, suffering is optional.” -Buddha



“Nothing is more essential in the treatment of serious disease than the liberation of the patient from panic and foreboding.” -Norman Cousins

Functional Restoration Program (Only at Los Gatos, Salinas, and east San Jose sites)

The Functional Restoration Program (FRP) is an integrated, multidisciplinary program intended to improve function and improve return-to-work outcomes in work-injured pain patients. Therapy is offered in a group, as well as individual (as needed) formats to each participant in the program. Weekly team meetings with physical/active therapists, and physicians review the progress of each participant and assist in the creation of integrated care plans.

The fellow shall begin by co-leading functional restoration program treatment groups for chronic pain patients with a supervisor. This will be for a period of two to three weeks. Thereafter, the supervisee will lead the treatment groups of chronic pain patients.

The supervisor will read, correct, and sign off on all patient progress reports and consults for the functional restoration program (FRP). Initially, the supervisor will report in team meeting for the Behavioral Medicine Service; as the supervisee’s skills grow, the fellow will gradually assume responsibility for reporting in the team meeting.

CYCLE OF PAIN



Training and Goals

Training Activities

Individual Supervision. [2 hours/week]

The supervisee will attend two hour-long, weekly, face-to-face, individual supervision sessions. The fellow will be formally evaluated twice yearly.

Group Supervision [0 – 1 hour/week, depending upon number of postdocs currently training]

The fellow will attend weekly group supervision, unless we have only one postdoctoral fellow.

Team Meeting [1 -2 hours/week]

The fellow will attend one weekly team meeting with a supervisor and the integrated medical team in the FRP. If there is only one postdoctoral fellow, then attendance at two team meetings is required.

Behavioral Medicine Grand Rounds [1 hour monthly]

The supervisee will attend monthly BMS Grand Rounds and present on at least three occasions.

Journal Club [1 hour monthly]

The postdoctoral fellow and other BMS staff members will take turns presenting journal articles relating to pain psychology and/or best practices in psychotherapy.

Marketing and Educating Referral Sources [as arranged]

The supervisee will make at least one educational presentation to referral sources (physicians, and/or attorneys) at an evening program put on by RehabOne Medical Group. The supervisor will assist in developing the talk and will be present at its delivery.

The supervisee will also occasionally be scheduled to accompany the supervisor to other medical clinics to market directly to referral sources and write at least one article for our newsletter that goes out to our referral sources and patients.

Program Development [2 hours monthly]

The supervisee will develop at least one new program for the clinic, in consultation with the Director of Behavioral Medicine.

Other Professional Development.

The fellow may participate in the training and onboarding of new physicians, and new Behavior Medicine hires, as needed. Participation in research is a possibility, but not a requirement.

Training Resources

RehabOne's training staff includes the Director of Behavioral Medicine/Postdoctoral Training Director, Janet Kraemer, Ph.D. and Behavior Medicine Service Psychologist, Oscar Hernandez-Sutton, Ph.D. The Chief Medical Officer is Michael Post, M.D., and the Functional Restoration Clinical Program Manager is Elizabeth Ayala, M.S.

Fellows will be delivering services in at least two out of the four medical clinic locations. These locations are Los Gatos, Gilroy, Salinas and east San Jose, California. At each site, fellows will be assigned an office with a video capable computer, and office furniture, to see patients, and a conference room for groups. Drs.

Hernandez-Sutton and Kraemer can be reached by HIPPA compliant video phone calls, instant messaging, or in person, during clinic hours, and by cell phone after hours. There will be front desk staff present during clinic hours when the fellow is seeing patients to check patients in and out and to schedule patients. Clinic hours are: Monday through Thursday 9 am – 5 pm and Fridays from 9 am – 4 pm.

TRAINING



Postdoctoral Fellowship Overview

Postdoctoral Fellows contract for a 12-month 40 hour per week position. We have an open application process and will accept applications as we have openings. The fellowship meets all licensure requirements for the state of California.

<u>Activity</u>	<u>Hours</u>
Training	2.5%
Supervision	10%
Documentation/report writing	25%
Direct Clinical Services	62.5%

Leaders in Delivering Quality,
Patient-Centered Care

Physician-Directed Services:

Pain Management & Therapy Holistic Health
Acupuncture Behavioral Medicine

Live better. Work better.
BE better.

Program Goals

We utilize the scientist-scholar model in our training of fellows, as well as the proposed core competencies in pain psychology (Wandner, L.D., Prasad, R., Ramezani, A., Malcore, S.A., & Kerns, R.D., 2018, August 2). The biopsychosocial model is central to our understanding and treatment of our patients in pain, and we strive to give them care that will enable them to improve functioning and quality of life, including a return to work, wherever possible.

Overall, we aim to train our fellows to:

- Become competent in individual, group therapy and psychoeducation of medical patients, in rural and urban areas, and comfortable in the delivery of services in translation and in ways that make sense within the context of individual and cultural diversity.
- Supervisee will become competent utilizing Cognitive Behavioral Therapy, Mindfulness-Based Therapies, and psychodynamic interventions, as well as other strategies (e.g. Motivational Interviewing.) Fellow will also become competent at delivering relaxation skills training to patients.
- Become facile (and concise) at asserting an opinion about patients the fellow is treating and responding to the medical team, or an individual physician's, questions. Eventually, fellow is to become comfortable with taking the lead in coordination of care, when necessary and appropriate.
- Become timely with charting, responding to insurer's questions in an ethical manner, and report-writing.
- Become competent in psychological evaluation of medical (especially pain and pre-surgical) patients and writing reports that are comprehensible to physicians.
- Gain facility and comfort with the use of HIPAA-compliant distance technology for mixed IRL and video group treatment.
- Become comfortable marketing fellow's services to the public and to referral sources.
- Become familiar with how to develop new programs.

We also aim to promote the career development of early career psychologists by facilitating an informed choice of their next step professionally and supporting fellows in searching for post-fellowship positions.

Professional Competencies

We aim to foster the development of advanced skills in the Profession Wide Competencies in: Research, Ethical Legal Standards, Individual and Cultural Diversity, Professional Values and Attitudes, Communication and Interpersonal Skills, Assessment, Intervention, Supervision and Consultation and Interprofessional Interdisciplinary Skills.

Pain psychology, in particular, requires a unique interaction of competencies across several domains that is thought to differ significantly from other subspecialties. At RehabOne Medical Group, we utilize Wandner, et al's (2018) "Core competencies for the emerging specialty of pain psychology," recently published in the journal American Psychologist as our guide to developing competency expectations for our postdoctoral fellows.

Core competencies for pain psychologists include:

- 1) Understanding of the multidimensional --biopsychosocial nature of pain,
- 2) Assessing and measuring pain,
- 3) Managing pain, and
- 4) Awareness of how contextual variables affect pain management.

Additionally, we especially expect fellows to:

- 1) Understand and use evidence-based approach to pain management and clinical psychology practice
- 2) Demonstrate the ability to formulate and test empirical questions informed by clinical settings within which the fellow is working.
- 3) Recognize and manage ethical and legal issues that arise during psychological professional service and training.
- 4) Behave in accordance with APA's Ethical Principles and Code of Conduct, and California Laws and Regulations Relating to the Practice of Psychology and the California Board of Psychology Laws and Regulations, Ed. 2018.
- 5) Recognize and manage conflicts when they arise between the ethical code for a clinical psychologist and the ethical codes of other team members.
- 6) Demonstrate awareness of self and others, both patients and health care providers, as cultural beings across and number of diversity-related characteristics.
- 7) Develop effective and productive relationships with diverse individuals and groups.
- 8) Account for the relations between environmental, social, health disparity, and cultural factors on the development and maintenance of health problems when assessing and treating persons.

Resident Selection

Applicants are expected to have completed all requirements for the doctoral degree before beginning their fellowship, and must have received the doctoral degree from an APA/CPA-accredited program, including an APA/CPA-accredited internship. Applicants are selected based upon criteria that includes academic preparation, clinical experience with diverse populations, report writing skills, strong letters of recommendation, flexibility and interest in working with a variety of health care professionals, and a passion for delivering quality health care, despite challenging and changing times. Previous experience in a health care setting is a plus. Persons with the ability to speak Spanish are especially encouraged to apply.

Stipend and Benefits

- The annual stipend for Postdoctoral fellows is \$52,000.00.
- Fellows receive medical benefits and accrue and receive paid time off in addition to 7 paid holidays.
- Unpaid time off is available upon approval.
- Other benefits include paid membership in the American Association of Pain Psychologists.

Application Process

RehabOne Medical Group's application for APPIC membership has been submitted and we are awaiting a decision. We accept applications through the APPIC online application system and will follow the 2019-2020 APPIC Postdoctoral Selection Guidelines.

Applicants will be asked to submit through the online application system:

- A cover letter describing interest in the program, relevant experience and professional goals with respect to fit with our training program,
- A current Curriculum Vitae,
- Unofficial transcripts of graduate work (official transcripts to be submitted after acceptance and before commencing training showing that the either the doctoral degree has posted or that all requirements for the doctoral degree have been met, including internship),
- Three letters of recommendation,
- A redacted psychological assessment report,
- A list of all psychological tests, brief measures and instruments you have given in clinical practice or in classroom work,
- A brief statement about why you decided you wished to become a psychologist.

Applicants may apply as openings become available. Please call the Director of Behavior Medicine to determine if we are accepting applications.

Contact

Janet Kraemer, Ph.D.



Dr. Kraemer has been practicing in the fields of clinical and health psychology for over 25 years. She received her Masters and Doctoral Degrees at Alliant University in Clinical Psychology with a proficiency in Health Psychology and completed her Postdoctoral Fellowship at Harbor-UCLA Medical Center. She has consulted on three Inpatient Rehabilitation Units for patients suffering from stroke, head injury, or other disabling conditions. Dr. Kraemer was honored by the Southern California Cancer Pain Initiative for her work in treating cancer-related pain. She has been practicing in Los Gatos since 2006 with a focus in chronic pain and has presented numerous times on treating chronic pain to psychologist and physician groups. Dr. Kraemer is the

Director of Behavioral Medicine for the RehabOne Programs, as well as treating her practice patients in our Los Gatos and Gilroy facilities.

Oscar Hernandez-Sutton, Ph.D.



Dr. Oscar Hernandez-Sutton was born and raised in San Juan, Puerto Rico. He received a Bachelor's Degree from the University of San Francisco, in Psychology, and in 2011, he obtained his PhD in Clinical Psychology from Sofia University. He completed his predoctoral internship at Kaiser Permanente, where he was part of the chemical dependency team and had the opportunity to co-lead a chronic pain management group. Dr. Hernandez-Sutton also worked as a substance abuse psychotherapist at the Salvation Army, where he offered counseling to recovery victims of substance abuse. He has a special interest in Buddhist psychology and in

teaching mindfulness techniques to individuals with chronic pain. Dr. Hernandez-Sutton is bilingual in Spanish and English.

Please email or call.

Janet E. Kraemer, Ph.D.

Director of Behavioral Medicine

Address

RehabOne Medical Group, Inc.
 13980 Blossom Hill Road
 Los Gatos, CA 95032

Main Phone: 408-445-8400

Direct Line: 408-335-4338

Email: jkraemer@rehabone.com

Our Approach

At **RehabOne**, we want to make a difference. And we want to make a difference in the lives of our patients. We do what we do because we can make that difference.

Our philosophy is simple – at RehabOne we:

- Respect our patients, their families and our staff, knowing the value of others.
- Are resourceful and ingenious with the development and utilization of new programs, technologies and treatments.
- Continuously look at ways to better our services and ourselves.
- Set the industry standard for innovative, quality care and service delivery.
- Provide compassionate and collaborative service with knowledge, kindness, integrity and understanding.
- Conduct business as responsible corporate citizens with the highest ethical behavior.

