


National Council of State
Boards of Nursing (NCSBN)
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*Advancing
Regulatory
Excellence
Worldwide*




Substance Use Disorder in Nursing

NCSBN Tools and Resources

NOAP 2016 Annual Education Conference
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Nursing Regulation, NCSBN




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Regulation of Nursing

United States Constitution does not include provisions to regulate the practice of nursing.

Nursing is regulated because it is one of the health professions that poses a risk of harm to the public if practiced by someone who is unprepared and/or incompetent.

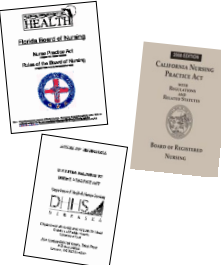
Therefore, that responsibility falls to the state, in the form of the Nurse Practice Act (NPA).






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The Nurse Practice Act (NPA)



The NPA sets forth the requirements for the board of nursing, education, licensure, title, scope of nursing practice and discipline.

Administrative rules assist in further defining these processes.



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Discipline



The NPA and Rules often include information regarding

- Violations of the NPA
- Grounds for discipline of a licensee
- Process of disciplinary review
- Available disciplinary actions

Substance Use Disorder

The NPA can provide authority for:

- nurse to submit to SUD evaluation
- to develop an ATD
- to authorize that a portion of licensure fees be used to support the ATD program



Substance Use Disorder in Nursing



One of the most serious problems facing the profession of nursing today - substance use disorder (SUD).

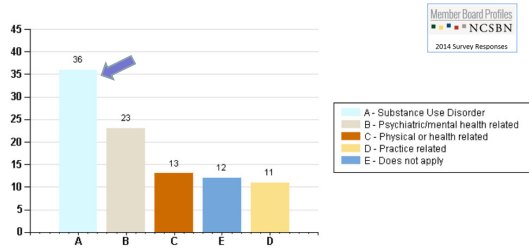
- poses a unique challenge to the profession
- behavior that results from this disease has far-reaching effects, not only for the user but also for colleagues and those individuals who depend upon the nurse to provide safe and competent care

SUD and the Nurse

Once a nurse is brought to the attention of a facility or the BON, there are 2 basic types of regulatory actions per the NPA/Regulations:

- Disciplinary action
- Entry into an alternative-to-discipline program or monitoring program (ATD)

Does the Board of Nursing use non-disciplinary alternative programs for any of the following types of cases?



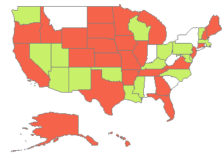
11 BONs NOT INCLUDED IN THIS REPORT DUE TO NON-RESPONSE:
AL, AS, CA-VN, IN, LA-PN, MT, NE-APRN, NY, RI, SC, WVA-RN

Does the Board of Nursing use non-disciplinary alternative programs for any of the following types of cases?

Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
Substance Use Disorder	AZ, CA-RN, CO, CT, DC, DE, FL, GU, HI, ID, IL, KS, KY, LA-RN, MA, MD, ME, MI, MN, MS, NC, NJ, NM, NV, OH, OK, OR, PA, SD, TN, TX, UT, VA, VT, WA, WI	36	75%
Psychiatric/mental health related	CA-RN, CT, DC, DE, FL, GU, ID, KS, LA-RN, MD, MI, MN, MS, NC, NJ, NV, OR, PA, SD, TN, TX, VA, WI	23	48%
Physical or health related	CT, DC, FL, GU, KS, LA-RN, MN, MS, NC, NJ, PA, TN, VA	13	27%
Practice related	GU, HI, ID, MS, NC, NJ, NV, OH, PA, VT, WA	11	23%
Does not apply	AK, AR, CNMI, GA, IA, MO, ND, NE, NH, VI, WV-PN, WY	12	25%

11 BONs NOT INCLUDED IN THIS REPORT DUE TO NON-RESPONSE:
AL, AS, CA-VN, IN, LA-PN, MT, NE-APRN, NY, RI, SC, WVA-RN

Does the Board of Nursing offer an in-house non-disciplinary monitoring program for Substance Use Disorder?



■ No
■ Yes

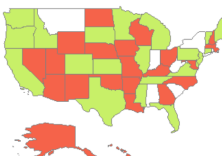
Member Board Profiles
■ ■ ■ ■ ■ NCSBN
2014 Survey Responses

Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	AK, AR, CA-RN, CNMI, CO, CT, FL, GA, GU, HI, IA, ID, IL, KS, ME, MI, MN, MO, ND, NE, NH, NJ, OR, SD, TN, TX, VA, VI, WV-PN, WY	30	62%
Yes	AZ, DC, DE, KY, LA-RN, MA, MD, MS, NC, NM, NV, OH, OK, PA, UT, VT, WA, WI	18	38%

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Does the Board of Nursing refer the licensee to a contracted alternative to discipline program for Substance Use Disorder?



■ No
■ Yes

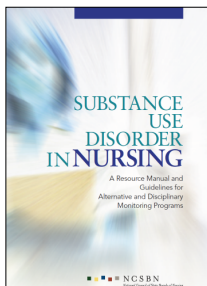
Member Board Profiles
■ ■ ■ ■ ■ NCSBN
2014 Survey Responses

Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	AK, AR, AZ, DC, GA, GU, HI, IA, KY, LA-RN, MA, MD, MO, NC, ND, NE, NH, NM, NV, OH, OK, UT, VT, WV-PN, WY	25	52%
Yes	CA-RN, CNMI, CO, CT, DE, FL, ID, IL, KS, ME, MI, MN, MS, NJ, OR, PA, SD, TN, TX, VA, VI, VT, WA	23	48%

11 BONs NOT INCLUDED IN THIS REPORT DUE TO NON-RESPONSE:
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Substance Use Disorder in Nursing

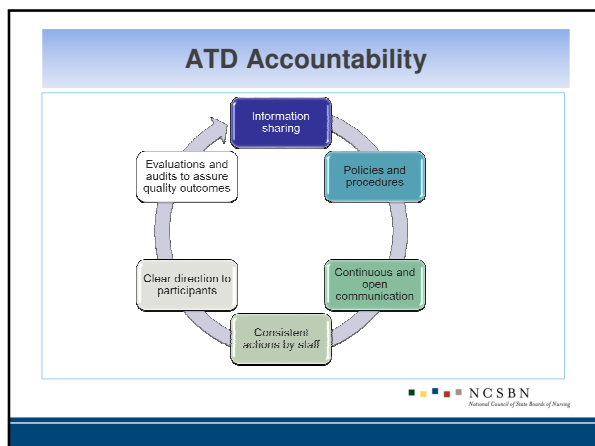


Published in 2011

Substance Use Disorder Committee

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Substance Use Disorder in Nursing

Chapter 8 Program Entry

- ☐ Admission criteria
- ☐ Screening and assessment
- ☐ Initial intake & assessment procedures
- ☐ Comprehensive clinical assessment
- ☐ Maintaining current and effective treatment referrals in the community

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Substance Use Disorder in Nursing

Chapter 9

Participant Contracts	Criteria for success
<input type="checkbox"/> Initial entry requirements	<input type="checkbox"/> For nurse participants
<input type="checkbox"/> Mandatory treatment & recovery monitoring requirements	<input type="checkbox"/> For program
<input type="checkbox"/> Practice requirements & limitations	<input type="checkbox"/> For employers
<input type="checkbox"/> Return to work	<input type="checkbox"/> For the public
<input type="checkbox"/> Program notification requirements	
<input type="checkbox"/> Special contracts	
<input type="checkbox"/> Completion of ATD	


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Chapter 12
Monitoring and Compliance

☐ Relapse & Program Noncompliance
☐ Drug & Alcohol Testing
☐ Drug Screening Compliance Issues & recommendations
☐ Noncompliance with Employment limitations
☐ Noncompliance with treatment requirements

☐ Criteria for Referral; to the Board
☐ Termination Criteria
☐ Completion of ATD
☐ Criteria for Success with Nurse Participants






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Chapter 14
Outreach and Education for ATD

☐ Modes of Outreach
☐ Target Audiences
☐ Continuing Education Topics
☐ Online Education Resources





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Chapter 16
ATD Evaluation

☐ Evaluation Components
☐ Performance Measurement or Assessment
☐ Practice requirements & limitations
☐ Types of Evaluations
☐ Types of Evaluation Teams
☐ Internal Evaluations
☐ Reporting and Using Evaluation results

Appendix A
Guidelines for ATD Programs
☐ 14 areas of program evaluation




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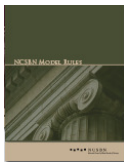
NCSBN Model Act & Rules

The NCSBN Model Act and Rules are exemplary legislation that can be adopted by a BON

- developed by a NCSBN committee
- approved by the Delegate Assembly in 2012
- updated in 2014



NCSBN Model Rules



The Rules incorporate Appendix A from *Substance Use Disorder in Nursing*

•Section 7.7 Alternative to Discipline Monitoring Program

Program evaluation

Discover achievement and results



Discover deviations from planned achievements

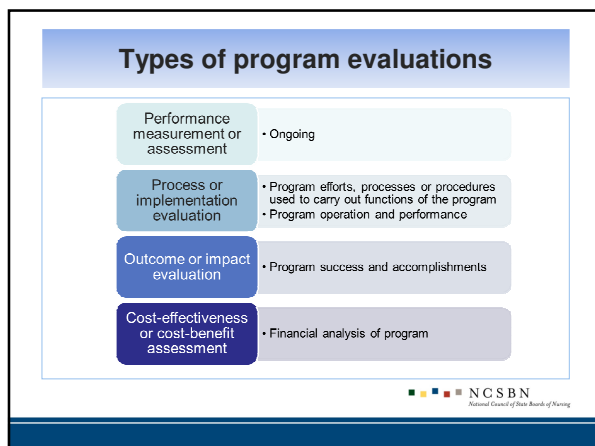
Judge the worth of the program

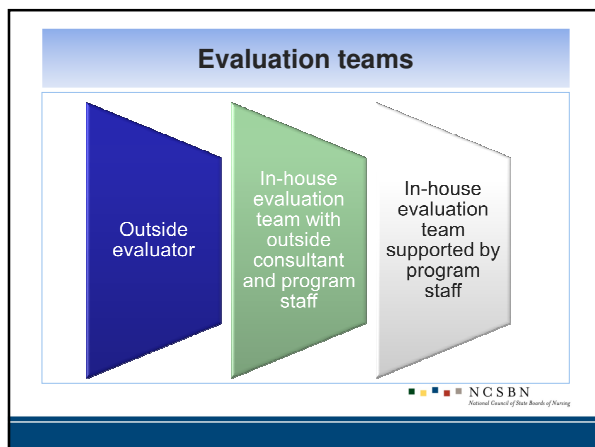


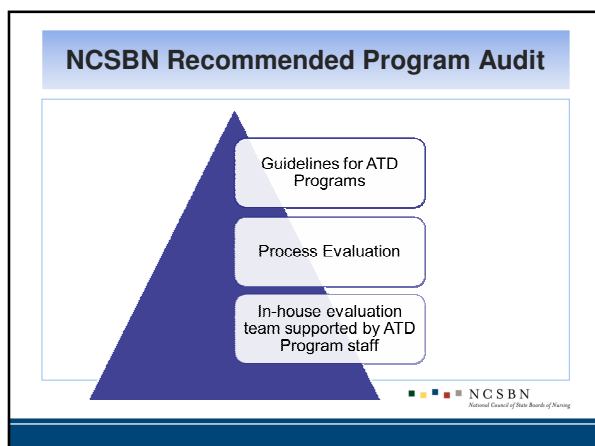
Identify unintended consequences

Recommend expansion, contraction, elimination or modification of program









Program evaluation

- ATD program is accountable to itself, BON and the public
- A systematic assessment of the program's efforts to measure actual outcomes against intended outcomes of the program
- A minimum of one evaluation of the ATD program every year

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NCSBN SUD Resources

[ncsbn.org/sud](https://www.ncsbn.org/sud)

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NCSBN SUD Resources

- 13 minute video
- Substance Use Disorder in Nursing tackles one of the most serious problems facing nursing today. The video provides a comprehensive look at the issue of substance use disorder and covers:
 - The facts about substance use disorder
 - Substance use disorder and nurses
 - Identification and reporting
 - Investigation and intervention for the nurse manager
 - Treatment and alternative to discipline programs
 - Recovery and return to practice

<https://www.ncsbn.org/333.htm>

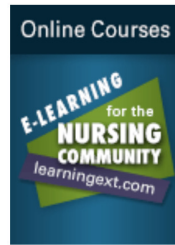
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NCSBN SUD Resources

Understanding
Substance use
Disorder in Nursing (4.0
CEU)

Nurse Manager
Guidelines for
Substance Use
Disorder (3.0 CEU)

<http://learningext.com/>



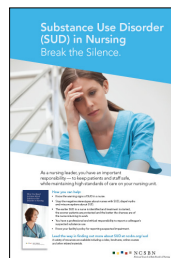
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Posters

<https://www.ncsbn.org/5790.htm>

<https://www.ncsbn.org/5789.htm>



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Brochures

<https://www.ncsbn.org/3718.htm>

<https://www.ncsbn.org/3692.htm>

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Questions....

Thank you.

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