


 Council on Licensure, Enforcement and Regulation

 **DENVER**
2009 Annual Conference
September 10 - 12

Impaired Practitioner Programs

Presenters: Kay McMullan, RN, MSN
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North Carolina Board of Nursing


Promoting Regulatory Excellence

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About North Carolina:


- Independent Board of Nursing
- 12/31/08:
Number of Employed Nurses:
RNs : 85,318
LPNs: 16,196

TOTAL: 101,514

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History of AP

- Board selected a Board operated type of Program versus an outside contracted agency or a committee run because:
 - Wanted control: Public Protection #1 Priority
 - Wanted Program for RNs and LPNs


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Significant AP Operations

- In signing contract, participant **ADMITS** violation of NPA,

THEREFORE:

Termination of contract results in **IMMEDIATE** voluntary surrender of license a minimum of 1 year


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Significant AP Operations

- Privacy is maintained but confidentiality is not assured.


THEREFORE:

License verification directs to call the Board.

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Significant AP Operations


- All contracts are the same:
 - Includes holding license in abeyance a minimum of 3 months from date entered treatment.
 - Petition Re-entry Committee to return to practice.

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Significant AP Operations


- Contract requires:

Working in licensed nursing position 3 consecutive years without relapse to successfully complete program.

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AP Feedback

	1994 to 12/31/08	# Enrolled as of 12/31/08	Potential # Eligible to Complete	# to Complete as of 12/31/08
Signed Contract	716	151	565	133 (24%)

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AP Feedback


# of completions as of 12/31/08	# of known relapses after completion as of 12/31/08	# With no further reports after completion as of 12/31/08
133	16 (12%)	117 (88%)

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Accountability to Public


As Board employee, AP Staff:

- ✓ Receives complaint; immediately contacts licensee to inform of AP;
- ✓ When contract is signed, immediately changes the Verification System to call the Board;
- ✓ Has initial and continuous contact with employers of participants;

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Accountability to Public


- ✓ Receives immediate notification if additional complaints are reported on a participant;
- ✓ Has direct access to controlled substance prescription summaries
- ✓ Has direct access to criminal records for charges/convictions

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Accountability to Public

- > Immediately terminates contract if appropriate;
- Immediately accepts voluntary surrender of license if contract terminated.
- >ED has direct oversight of Program staff: ensures employee accountability

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Continuous Improvement

- "Transparency" is the word of today. We constantly seek ways to improve:
 - ✓ Local TV station had segment on AP.
 - ✓ Organization has adopted Malcolm Baldrige criteria to improve our Processes, Measurements/Analysis, Results
 - ✓ CAC staff reviewed structure and will be providing feedback to the Board in late Fall, 2009.

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