The Problem
10% have alcohol and drug problems

The Solution
Regulatory Structure
Department of Regulatory Agencies
  Division of Registrations
    State Board of Nursing

Structure of Colorado’s Alternative to Discipline Program
• Statutorily created through the Colorado Nurse Practice Act (CRS 12-38-131):
  – SBON selects a recognized peer health assistance program via a competitive bidding process
  – The program must offer assistance and education to licensees concerning the recognition, identification, and prevention of physical, emotional, psychiatric, psychological, drug abuse, or alcohol abuse problems and provide for intervention when necessary
  – Nurse license fees pay for the program

#1 Goal = Public Protection
• The Nursing Peer Health Assistance Program is:
  – Comprehensive
  – Objective
  – Confidential
  – Voluntary
  – Transparent
Requirements of Nurse Clients

• Sign a 3 to 5 year rehabilitation contract
• Random drug/alcohol screenings
• Complete recommended treatment program
• Attend support group meetings
• Work under strict practice restrictions

Cost Efficient Program

• 67,000 RN’s and LPN’s statewide – program services are available to all these licensees 24/7
• SBON has statutory ability to resolve complaints confidentially
• A licensee may disclose that he/she has a signed contract with PAS when renewing license
• Outreach and education to professional community

Statistics

• Since July 1, 2008:
  – Total served - 477
  – Successful completion of program - 42
  – Unsuccessful discharges - 61
  – Current number of rehabilitation contracts - 285
The Program is Proactive

• The Program provides:
  – Assessment, referral, case management, and monitoring services
  – Preventative services
  – Assistance for nurses earlier in the continuum of the illness
  – Services to nursing students
  – Educational presentations to healthcare facilities and schools of nursing statewide
  – Easy access to make a referral
  – Information on how to report an unsafe practitioner 24/7

Resources

• Department of Regulatory Agencies
  – www.dora.state.co.us

• Peer Assistance Services, Inc.
  – http://peerassistanceservices.org

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