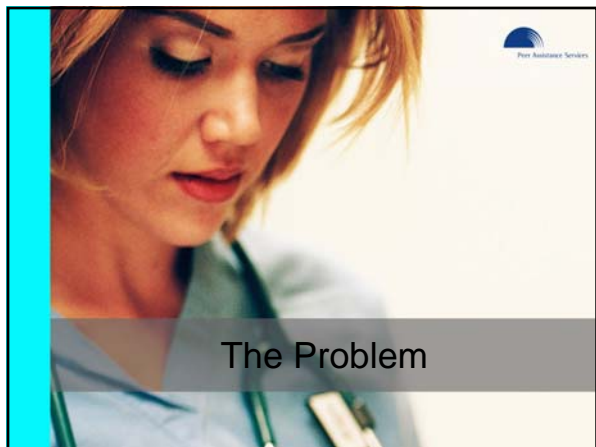




**The Council on Licensure, Enforcement and Regulation
2009 Annual Conference
Denver, Colorado
September 12, 2009**

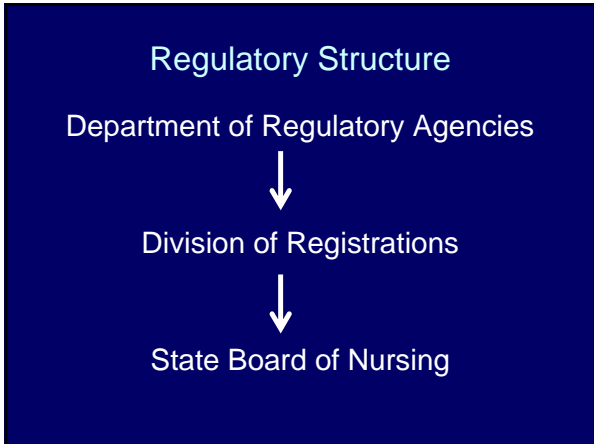
Rebecca Heck, BSN, RN, MPH
Director, Nursing Peer Health Assistance/
Nurse Alternative to Discipline Program
Peer Assistance Services, Inc.
Denver, Colorado











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>
- Rebecca Heck, BSN, RN, MPH
 - heck@peerassist.org
 - 303.369.0039 ext 247
