

Statewide Peer Assistance for Nurses Program is a confidential support, education, and advocacy program for nurses who are anywhere on the continuum from substance abuse to addiction

Mission

To be the resource for New York State nurses affected by substance use disorders while fostering public safety through outreach and education

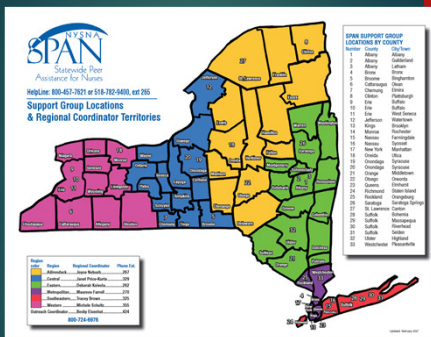




available to:

- ▶ Any nurse licensed in New York State (NP, RN, or LPN)
- ▶ Those Group concerned with the effects of alcohol and drug related problems on the nurse workforce.







NEW YORK STATE
Professional Assistance Program
Alternative to Discipline Program

PAP Mission

To Protect the Public and Support the Professional in Recovery

Voluntary and Confidential

Immunity Granted by **PAP**

Two Counts of Professional Misconduct

1. Practicing while impaired
2. Being habituated to a substance



Collaboration - SPAN and PAP

- ▶ Initial assessment of nurse
- ▶ Referral to PAP and **early license surrender**
- ▶ Letters of support
- ▶ Accompany nurse to PAP hearings
- ▶ Improved monitoring of progress of nurse

PAP PROMOTES SAFE PRACTICE

MONITORING

- ▶ URINE DRUG SCREENS
- ▶ TREATMENT MONITOR
- ▶ PRACTICE MONITOR
- ▶ ONGOING PAP PROGRESS MEETINGS
- ▶ COLLABORATION WITH SPAN

RESTRICTIONS

- ▶ NO NARCOTICS ACCESS
- ▶ NO NIGHT SHIFT
- ▶ NO OVERTIME
- ▶ NO FLOATING
- ▶ NO AGENCY WORK
- ▶ NO HOMECARE

Benefits to Retaining Affected Nurses

- ▶ Known skill level
- ▶ Continuity
- ▶ Known medical history/identified risk
- ▶ Close monitoring by New York State PAP
- ▶ Avoid cost of turnover
- ▶ Extend compassion to employees
- ▶ Protected by Americans with Disabilities Act

SPAN

has helped well over 3000 nurses return to safe, effective practice

Free Services Available From SPAN

- ▶ Posters, SPAN info cards, newsletters
- ▶ Employee education and supervisor training
- ▶ Exhibits at wellness events or conferences
- ▶ Policy and Procedure Review
- ▶ Back to Work Agreements

Contact Information

- ▶ Becky Eisenhut 315-751-6654 (mobile)
- ▶ Find Us On Facebook.....Statewide Peer Assistance for Nurses
- ▶ Find Us on Instagram
StatewidePeerAssistance4Nurses
- ▶ Website: www.nysna.org click on Nursing Practice and then SPAN
- ▶ Becky.Eisenhut@nysna.org

Thank You

We want to be a
RESOURCE for you!