

Policy Number: VI – PRN POLICIES – 1

Policy Name: **MEMBERSHIP: PROGRAM FOR RECOVERING NURSES ADVISORY COMMITTEE (PRNAC)**

Adoption Date: 10/24/07

Revision Date: 10/30/15

Review Date: 7/30/15

Purpose: To appoint a committee of at least six (6) persons to provide guidance to the Board on matters relating to nurses impaired due to alcohol or substance use disorder and/or mental illness, and advise the Board on the direction of the program. Consistent with administrative rules of the Board, committee members shall include a member of the Board who shall serve as the Chairperson and other members as established by the Board, but shall include persons who are knowledgeable about alcohol and substance use disorders and mental illness.

Policy:

- A. The Board of Nursing shall appoint persons to the Program for Recovering Nurses Advisory Committee appropriate to accomplish the Committee's charge. Nominations for consideration for appointment shall be solicited from Board members, Committee members and the public.
- B. Membership shall include persons knowledgeable about:
 - 1. Mental illness and/or
 - 2. Addiction, alcohol and substance use disorders as evidenced by credentials and/or experience.
- C. Members shall be currently licensed to practice nursing in Idaho, except that at least one (1) member shall not be a licensed nurse. In making appointments, the Board will give consideration to geographical representation of the state as well as to persons representing a variety of practice settings and may include graduates of this or other monitoring programs.
- D. Appointments shall be for three-year terms. Members may be appointed to serve consecutive terms.
- E. Committee members shall be oriented to the functions and goals of the Committee and to their roles and responsibilities following appointment

Policy Number: VI – PRN POLICIES - 2

Policy Name: **ROLES AND RELATIONSHIPS: PROGRAM FOR RECOVERING NURSES ADVISORY COMMITTEE (PRNAC)**

Adoption Date: 10/24/07

Revision Date: 10/30/15

Review Date: 7/30/15

Purpose: To clarify the role of the PRNAC, including the committee's relationship to the Board and to staff.

Policy:

- A. The Program for Recovering Nurses Advisory Committee (PRNAC) will provide guidance to the Board of Nursing on matters relating to nurses disabled due to alcohol or drug use and/or to emotional or mental conditions, and to advise the Board on issues related to the Program for Recovering Nurses and to the contract for services related to program management.
- B. The PRNAC may not speak or act for the Board of Nursing but will recommend to and advise the Board as requested.
- C. The chair of the PRNAC will be appointed by the Board of Nursing from among its members. The appointment will be for a period of one year. The chair may be reappointed to consecutive terms.
- D. The PRNAC will:
 - 1. Function as a committee of the whole
 - 2. Collaborate with the contract vendor on program issues
 - 3. Make recommendations to the Board for program modification and management
 - 4. Elect a vice chairperson from among its membership at the first meeting of each fiscal year and as necessary
- E. It will be the role of the Chairperson to facilitate the meeting in order to accomplish the published agenda and to serve as liaison to the Board.
- F. It will be the role of the Vice Chairperson to act in the absence of the Chairperson.
- G. Board of Nursing staff will provide support to the committee, including meeting arrangements, preparation and distribution of meeting materials, recording of meeting minutes

Policy Number: VI – PRN POLICIES - 3

Policy Name: **REPORTING RESPONSIBILITIES: PROGRAM FOR RECOVERING NURSES
ADVISORY COMMITTEE (PRNAC)**

Adoption Date: 10/24/07

Revision Date:

Review Date: 7/30/15

Purpose: To promote communication between the PRNAC and the Board.

Policy:

- A. The Program for Recovering Nurses Advisory Committee (PRNAC) will provide for written minutes of the transactions of each meeting held. Minutes will be maintained in the office of the Board of Nursing.
- B. The PRNAC will provide quarterly reports to the Board of Nursing regarding progress toward meeting their charge. Quarterly reports will include issues discussed and decisions made, recommendations for action to be considered by the Board, as well as recommendations for disciplinary action against the license of any nurse participating in the PRN.

Policy Number: VI – PRN POLICIES – 4

Policy Name: **MEETINGS: PROGRAM FOR RECOVERING NURSES ADVISORY COMMITTEE (PRNAC)**

Adoption Date: 10/24/2007

Revision Date: 1/10/2020

Review Date:

Purpose: To clarify the frequency and organization of meetings of PRNAC.

Policy:

- A. The PRNAC will meet at such times as necessary to accomplish the work of the Committee.
- B. The quorum for conducting business shall be a majority of the members of the PRNAC.

Policy Number: VI – PRN POLICIES - 5

Policy Name: **COMMITTEE MEMBER RESPONSIBILITIES: PROGRAM FOR RECOVERING NURSES ADVISORY COMMITTEE (PRNAC)**

Adoption Date: 10/24/07

Revision Date:

Review Date: 7/30/15

Purpose: To establish professional expectations of members of the PRNAC.

Policy: A. Members of the Program for Recovering Nurses Advisory Committee are expected to conduct themselves and the Committee's business ethically and professionally, consistent with governance policies of the Board.

B. Committee/task force members:

1. Will strive to be knowledgeable of and to uphold the Idaho Nursing Practice Act and Rules of the Board.
2. Will review and make decisions regarding issues presented to the Committee from the position of protection of the public safety, health and welfare.
3. Will accept and support majority decisions of the Committee/task force regardless of personal opinion.
4. Will disqualify himself from voting on any question if he determines the issue to have real or perceived personal, private, financial or professional conflict of interest. However, a member may participate in the business of the committee/task force relative to such questions or issues, except for voting; in doing so, the member is presumed to act in good faith and in the interest of the public.
5. Will maintain confidentiality regarding all matters discussed in the course of the business of the committee/task force.
6. Will attend and participate in scheduled meetings of the committee/task force. In the event of missed attendance, the committee/task force member assumes responsibility to acquire information necessary for participation on the committee/task force.

Policy Number: VI – PRN POLICIES - 6

Policy Name: **GUIDELINES/IMPORTANT INFORMATION FOR PROGRAM FOR RECOVERING NURSES (PRN) PARTICIPANTS**

Adoption Date: 2006
Revision Date: 10/30/15
Review Date: 7/30/15

Purpose: Program for Recovering Nurses Advisory Committee Members develop, establish and review Board approved guidelines that provide constructive recommendations for PRN participants.

Policy: “Guidelines for PRN Participants” (attached) provide instruction and direction regarding essential components of the Program for Recovering Nurses. The Guidelines are not policies of the Board and therefore are not enforceable as such Policy Number:

1. INITIATING PARTICIPATION IN THE PROGRAM FOR RECOVERING NURSES (PRN)
2. BOARD APPROVED EVALUATORS ALCOHOL USE, SUBSTANCE USE, AND MENTAL HEALTH
3. TREATMENT (discussion of unique considerations for CRNA’s)
4. DRUG TESTING
5. USE OF PRESCRIPTION MEDICATIONS
6. PROFESSIONAL SUPPORT GROUPS
7. CONTROLLED SUBSTANCES - LIMITATIONS
8. RETURN TO NURSING PRACTICE
9. WORKSITE MONITORS
10. MANAGING RELAPSE
11. Authorized Temporary Release from Monitoring
12. Agonist Therapy (Drafted)

Policy Number: VI – PRN POLICIES – 7

Policy Name: **REPEAT PARTICIPATION IN THE PROGRAM FOR RECOVERING NURSES (PRN)**

Adoption Date: 5/1/2009

Revision Date: 1/10/2020

Review Date:

Purpose: To establish conditions under which a nurse may enroll or re-enroll in the Program for Recovering Nurses (PRN) and in which enrollment track the nurse may participate.

Policy:

- A. A nurse who completes the PRN or a similar program offered by another Board of Nursing may be eligible for future, repeat participation in the PRN as a result of further issues and/or violations, dependent on the level of public risk the nurse presents.
- B. A nurse who seeks repeat participation in PRN and is known to have violated the Nursing Practice Act, whether or not a complaint alleging violations has been filed with the Board, will be required to enroll in the PRN as a 'Board Referral', which requires the voluntary surrender of licensure.
- C. Nurse whose license has been reinstated post discipline because of substance use disorder. They will be required to enroll in the PRN as a 'Board Referral', which requires the voluntary surrender of licensure (VAI). Once the license has been surrendered, they will be eligible for an "Active-Restricted" license.
- D. At the time of issuance of the renewable license, nurses who have not engaged in the practice of nursing during the course of their participation in PRN will be reminded in writing that it is unlawful to assume any duty or responsibility within the practice of nursing without adequate training or where competency has not been maintained (IDAPA 23.01.01.101.4)

Policy Number: VI – PRN POLICIES - 8

Policy Name: **ISSUANCE OF RENEWABLE LICENSURE
TO PROGRAM FOR RECOVERING NURSES (PRN) GRADUATES**

Adoption Date: 1/28/10

Revision Date:

Review Date: 7/30/15

Purpose: To establish criteria for issuance of a renewable license for graduates of PRN.

Policy: A nurse who participates as a Board referral in PRN and who successfully completes requirements of the PRN, shall be issued a renewable license upon receipt of a completed renewal application and licensure renewal fee.

At the time of issuance of the renewable license, nurses who have not engaged in the practice of nursing during the course of their participation in PRN will be reminded in writing that it is unlawful to assume any duty or responsibility within the practice of nursing without adequate training or where competency has not been maintained (IDAPA 23.01.01.101.4).

Policy Number: VI – PRN POLICIES - 9

Policy Name: **PROGRAM FOR RECOVERING NURSES (PRN) PROGRAM ELIGIBILITY REQUIREMENTS**

Adoption Date: 1/8/2015

Revision Date:

Review Date:

Introduction: Nurses enrolled in the PRN remain subject to all applicable provisions of the Idaho Nurse Practice Act (title 54, chapter 14, Idaho Code) and the administrative rules of the Board codified in the Idaho Administrative Code at IDAPA 23.01.01. Nurses participating in PRN who meet the eligibility requirements may be issued a limited license while in the program in accordance with the provisions of IDAPA 23.01.01.132.

Purpose: To define eligibility requirements for participation in the PRN in three enrollment tracks

Policy: All nurse applicants and participants in PRN must meet the following criteria:

- A. Be licensed or eligible to practice nursing in Idaho, and
- B. Admit to a substance use and/or a mental health disorder that does or can impair their ability to practice safely.
 1. Specific criteria in addition to A and B for Self-Referral participants:
 - a. The nurse seeks treatment and monitoring on his/her own behalf independent of coercion or condition by one's employer, the Board of Nursing, or others
 2. Specific criteria in addition to A and B for Non-Board Referral participants:
 - a. A complaint has not been received by the Board for practice-related concerns or violations of the Nurse Practice Act or Rules associated with a substance use or mental health disorder
 - b. The nurse and/or an agent of the nurse or under directions of the agent e.g., employer, colleague, family member, contacts the PRN requesting assistance
 3. Specific criteria in addition to A and B for Board Referral participants:
 - a. A formal complaint has been filed with the BON alleging practice-related concerns or violations of the Nurse Practice Act or Rules associated with a substance use or mental health disorder
 - b. The nurse has voluntarily surrendered his/her license(s) to the Board
 - c. The nurse has waived the right to a hearing on the violation(s) and,
 - d. The nurse has agreed to the terms and conditions associated with the PRN

- C. In accordance with Rules of the Board codified at IDAPA 23.01.01.132.04.e, admission to the PRN or issuance of a limited license, or both, may be denied for any good reason including, but not limited to the following:
- i. The applicant diverted controlled substances for other than self-administration; or
 - ii. The applicant creates too great a safety risk; or
 - iii. The applicant has been terminated from this, or any other alternative program for non-compliance

An example of *too great a safety risk* is tampering, as defined in the PRN booklet "Important Information or Participants" Guidelines glossary of terms as, "*altering a medication by corruption, adulteration or substitution, without labeling to indicate the product composition, dosage, etc. In Idaho, drug tampering is a felony punishable by imprisonment*".

- D. Special populations requiring additional evaluation(s) by uniquely qualified medical professionals, staff, the Program for Recovering Nurses Advisory Committee, or by the Board of Nursing [and additional contract requirements] may include/ are not limited to:
- Nurses on long term or chronic use of medication-assisted treatment for psychiatric or medical conditions or dual diagnosis
 - Nurses on maintenance opioid therapy treatment for narcotic addiction or chronic pain
 - Anesthesia Professionals
 - Others

Policy Number: VI - PRN POLICIES - 10

Policy Name: **Gold Standard Length of Monitoring**

Adoption Date: 1/10/2020

Revision Date:

Review Date: 1/10/2020

Purpose: To establish a standard length for monitoring participants in the Program for Recovering Nurses.

Policy: The Program for Recovery Nurses Advisory Committee believes that 5 years of monitoring is the gold standard.

Nurses transferring into Idaho's PRN program from another state will be expected to complete 5 years of monitoring. If they complete 2 years with their current contract, they will need to complete another 3.

According to Substance Use Disorder in Nursing: A Resource Manual and Guidelines for Alternative to Disciplinary Monitor book published by NCSBN. Given the chronic, relapsing nature of the disease process, longer monitoring programs may be beneficial to promote long-term sobriety and demonstrate more successful outcomes (Fogger & McGuinness, 2009; McKay, 2005) Research has indicated that the longer the monitoring contract the better the chance nurses have if achieving long-term success. (Clark & Farnsworth, 2006)

Policy Number: VI - PRN POLICIES - 11

Policy Name: **Self-Referrals**

Adoption Date: 7/10/2020

Revision Date:

Review Date: 7/10/2022

Purpose: To establish a standard for Self-Referral nurses who are non-compliant with the Program for Recovering Nurses

Policy: The Program for Recovery Nurses Advisory Committee believes that after three (3) instances of non-compliance as a self-referral, the monitoring agency will notify the Idaho Board of Nursing of the nurse's non-compliance. At that point, Board staff will conduct a case review to:

- 1) Make a decision regarding the nurse's enrollment status in the program.
- 2) Decide whether the nurse can continue as a self-referral or will need to be converted to a Board referral and sign a Voluntary Admission to Impairment (VAI) of the Safe Practice of Nursing.