Texas Peer Assistance Program for Nurses (TPAPN)

Helping nurses | Safeguarding patients

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Introduction

• TPAPN Overview
• Substance use among nurses
• Reporting and Self – Referral
• Participation
• Peer Support
Meet the new TPAPN!

TPAPN empowers Texas nurses with substance use disorders, mental health conditions or both to make healthy changes and be proactive in their recovery journey so they can practice nursing safely.
TPAPN Mission

TPAPN safeguards patients by providing early identification, support, monitoring, accountability and advocacy to Texas nurses who have an identified substance use and/or mental health condition or related incident, so the individual may practice nursing safely.
TPAPN is a person-centered program supporting nurses in recovery from substance use, mental health concerns or both. Our evidence-based approach strives to help nurses improve their health and wellness, live a self-directed life and reach their full potential.

We are devoted to keeping nurses employed and encourage early intervention in the workplace as well as self-referrals to help nurses avoid practice violations before they occur.
600 nurses participating:
- 90% substance use or dual
- 10% mental health conditions
- 13,000 drug tests/year
- 4% positive tests/year
Participant substance use

- 41% Opioid/Narcotic analgesics
- 40% Alcohol
- 8% Stimulants
- 5% Anti-anxiety
- 4% Marijuana
- 1% Non-narcotic analgesics
- 1% Hypnotics
Substance Use Disorder in Nursing Video
https://www.ncsbn.org/333.htm (12:39 minutes)

• Identification and reporting
• Intervention
• Diagnosis and treatment
• Monitoring
SUBSTANCE USE DISORDER*

**Behavioral changes:**
- Attendance and performance
- Secretive, suspicious behavior
- Appetite, sleep pattern
- Personality or attitude
- Mood swings, irritability, anger
- Lack of motivation
- Fearful, anxious, paranoid

**Physical changes:**
- Bloodshot eyes, abnormal sized pupils
- Sudden weight loss or gain
- Deterioration of physical appearance
- Unusual smells on breath, body, clothes

**Social changes:**
- Sudden change in friends, hangouts, hobbies
- Legal problems related to substance use
- Unexplained need for money or financial problems

*www.mentalhealth.gov/what-to-look-for/substance-abuse*
Reporting
HELP NURSES GET HELP

What could happen if you don’t?  
Who should you be concerned about?
Reporting is Required

To TPAPN or Nursing Peer Review if:

• A nurse is impaired or suspected of being impaired by chemical dependency or mental illness.

AND

• there is NO Nursing Practice Act violation.

TX BON Nursing Practice Act (NPA): Sec. 301.410, and Sec 301.402(e)
Reporting is Required

To the Texas Board of Nursing if:

• Nurse’s practice is, or is suspected of, being impaired by chemical dependency or diminished mental capacity

AND

• the person believes or suspects that the nurse committed a practice violation.

TX BON Nursing Practice Act (NPA): Sec. 301.410
How to Choose?

TPAPN
Helping nurses | Safeguarding patients
- Guidance, support & monitoring
- May be an alternative to discipline
- Social peer support provided by volunteer nurses

BON
Protecting the Public
- Investigations
- Monitoring
- Discipline
TPAPN REFERRAL

Referrals are:
• Written
• Confidential
• Non-anonymous

TPAPN referrals come from:
• Oneself
• 3rd Parties
• Board of Nursing
There are numerous advantages to self-referring before a practice violation occurs, making this the best way for nurses to engage with TPAPN.
Participation
Texas Peer Assistance Program for Nurses

TPAPN safeguards patients by providing early identification, support, monitoring, accountability and advocacy to Texas nurses.

1. Nurse experiences substance use or mental health event(s) or episode(s)
2. Nurse referred or ordered to TPAPN
3. Nurse connects with TPAPN
4. Nurse’s needs determined
   - Drug test
   - Substance use and mental health assessment
5. Individulized participation requirements may include:
   - Treatment
   - Drug testing
   - Refraining from practice
   - Recovery support
   - Practice monitoring
     - Supervision
     - Restrictions
6. Peer support from volunteer nurse advocate
7. Communication with TPAPN
8. Adherent
   - Nurse completes all TPAPN participation requirements
9. Non-adherent
   - Nurse referred to Board of Nursing
   - Board of Nursing investigates to determine next steps.
Track and tier placement is based on diagnosis (DX), severity, remission, needs and license type. Individualized TPAPN participation components are determined based on track and tier placement and need as determined by the Texas Board of Nursing, referral information, toxicology tests, substance use and mental health evaluations, treatment providers, other clinicians, and TPAPN. Note: Within each tier the level of severity and/or remission moves from less severity to more severity.

### Track A:
Help for nurses with
**SUBSTANCE USE or
SUBSTANCE USE & CO-OCCURRING MENTAL HEALTH CONDITIONS**
For nurses with a substance use, or substance use and co-occurring mental health condition and/or history.

*(drug testing required; practice monitoring usually required)*

<table>
<thead>
<tr>
<th>TIER 0-EE</th>
<th>TIER 1</th>
<th>TIER 2</th>
<th>Tier 3</th>
<th>Tier 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Extended Evaluation</td>
<td>No/Provisional DX</td>
<td>Mild DX</td>
<td>Moderate DX</td>
<td>Severe DX</td>
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<td>BON* Approval Required</td>
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**Participation Components**

Least \(\longrightarrow\) Most

TPAPN participation components are individualized and depend on numerous factors including one’s referral information, diagnoses, severity, remission, needs and license type.

There are special considerations for APRNs due to the nature of their practice.

### Track B:
Help for nurses with
**MENTAL HEALTH CONDITIONS**
For nurses with either a mental health condition or a history of a mental health condition.

*(drug testing may be required; practice monitoring may be required)*

<table>
<thead>
<tr>
<th>TIER 1</th>
<th>TIER 2</th>
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<tbody>
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**Participation Components**

Least \(\longrightarrow\) Most

For nurses who have disclosed a mental health condition and/or treatment, are stable and do not have nursing practice concerns or a criminal history and who do not require nursing practice monitoring.

For nurses with either a mental health condition or a mental health condition history and who require nursing practice monitoring.

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* BON: Texas Board of Nursing
PARTICIPATION

- Evaluation
- Random drug testing
- Determination of fitness to practice
- Treatment: current and ongoing
- Peer support
- Monitoring with/without drug testing
- Returning/continuing to practice nursing
- Provider release to return to work
- TPAPN authorization to return to work
- Employer & Participant Work Agreement
- Possible practice restrictions
- Regular communication with TPAPN
- Re-evaluation/updated evaluation
- Discharge: completion or closure
PARTICIPANT FOCUS

• **Recovery** from substance use and/or mental health conditions

• **Self Care** to maintain long term recovery

• **Maintenance and demonstration** of sobriety and/or mental fitness
Abstinence from all abusable drugs including alcohol, in general, is a requirement for participation in TPAPN.
PARTICIPATION GOALS

- Substance use & mental health evaluation
- Treatment (If recommended)
- Recovery support services
- Sobriety and/or mental fitness
- Drug testing

Communication with:
- Case manager
- Peer support Partner
- Employer
Peer Support Partners

- Provide person centered support
- Maintain regular supportive communication
- Inspire hope
- Quarterly Reporting
DISCHARGE

Complete

Did not complete referred to the BON
Questions?
Thank you!

TPAPN
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REFERENCES

