

Health Professionals Services Program

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BOARD OF NURSING

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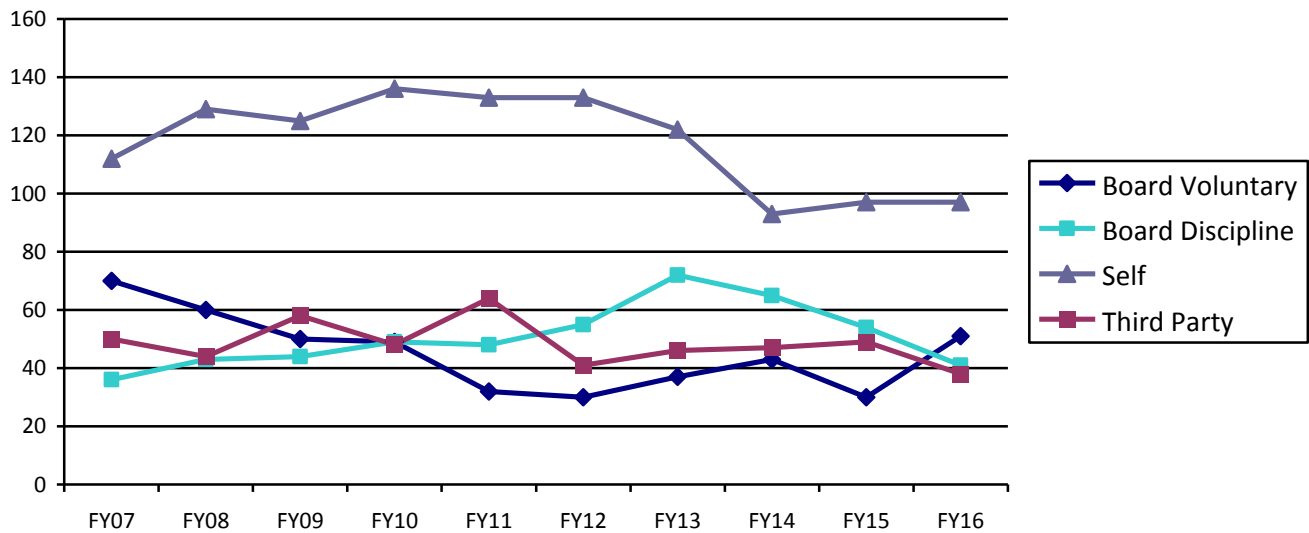
BOARD OF NURSING PARTICIPATION

Referrals by First Referral Source and Fiscal Year – Nurse Specific

The following table and chart show the number of nurses referred to HPSP by fiscal year by *first referral source* over the past ten years. *First referral source* represents the initial source of the licensee’s referral to HPSP during this admission. For example, one may self-refer to the program and later be referred by their Board. In such an instance, the first referral source would be a self-referral.

Fiscal Year	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	SUM
Board Voluntary	70	60	50	49	32	30	37	43	30	51	452 (17%)
Board Discipline	36	43	44	49	48	55	72	65	54	41	507 (19%)
Self	112	129	125	136	133	133	122	93	97	97	1177 (45%)
Third Party	50	44	58	48	64	41	46	47	49	38	485 (19%)
SUM	268	276	277	282	277	259	277	248	230	227	2621

Trend Data: Referrals by First Referral Source and Fiscal Year – Nurse Specific



Self-Reports – Nurses Compared to Other Health Professionals

In fiscal year 2016, 163 health professionals self-referred to HPSP; 97 nurses and 66 non-nurses. The table below shows how they learned about the program.

How Nurses Learned About HPSP	Nurses	Non-Nurses
Treatment Provider	46%	39%
Employee Health	24%	8%
Supervisor	8%	17%
Previously referred	5%	14%
Colleague	3%	6%
Attorney	3%	1%
Website	3%	1%
Board	2%	11%
Other	6%	3%

Other referral sources include sponsors, credentialing, HPSP brochures and etc.

Third Party Reports – Nurses Compared to Other Health Professionals

In fiscal year 2016, 62 health professionals were referred to HPSP by third parties; 38 nurses and 24 non-nurses. The table below shows the sources of the third party referents.

Third Party Referents	Nurses	Non-Nurses
Treatment Provider	50%	26%
Supervisor	18%	15%
Employee Health	15%	7%
Colleague	10%	19%
Family/Friend	5%	19%
Other	2%	14%

Discharges by Discharge Category and Fiscal Year – Nurse Specific

Over the past ten fiscal years, 2,618 nurses have been discharged from HPSP. Of those, 1,944 (74%) engaged in Monitoring, of which 46% successfully completed the conditions of their Participation Agreements. The table below shows nurse discharges by discharge category.

Fiscal Year	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	SUM
Completion	60	73	86	98	111	90	100	91	102	85	896
Voluntary Withdraw	18	11	9	11	21	19	28	18	15	15	165
Non-Compliance	94	97	79	75	70	67	68	74	50	39	713
Deceased	1	0	1	0	1	0	1	0	0	0	4
Ineligible Monitored	9	10	13	17	20	17	17	14	14	20	151
SUM Monitored	182	191	188	201	223	193	214	197	196	159	1944
Ineligible Monitored Not	12	13	12	14	14	15	20	12	18	1	131
No Contact	5	4	12	11	6	9	7	11	12	11	88
Non Cooperation	21	27	20	32	31	21	24	22	26	24	248
Non-Jurisdictional	15	25	27	19	24	20	30	19	23	20	222
SUM Not Monitored	53	69	71	76	75	65	81	64	79	56	689
SUM Total	235	260	259	277	298	258	295	261	260	215	2618

Nurse Illnesses

On January 27, 2017, a total of 287 nurses had signed Participation Agreements. The data in the chart below shows their illnesses:

Illness	Number
Substance Use Disorders	239 (83% of 287)
Alcohol	182 (76% with SUD)
Prescription Medications	79 (33% with SUD)
Amphetamines	6
Barbiturates	3
Benzodiazepines	20
Opiates	64
Sedative/Hypnotic	7
Illicit Substances	29 (12% with SUD)
Cannabis	17
Cocaine	4
Heroin	2
Inhalant	1
Methamphetamine	11
Psychiatric Disorders	216 (75% of 287)
Attention Deficit	11
Anxiety and/or Depression	195
Bipolar	24
Eating Disorder	8
Post-Traumatic Stress Disorder	21
Other	10
Medical Disorders	35 (12% of 287)
Pain Related	30 (86% of medical)
Non-Pain Related	7

Observations:

The table on the left shows that most nurses monitored by HPSP are monitored for more than one illness and many list more than one substance of choice.

A comparison of data from ten years ago (FY2007) to today show that increasing numbers of HPSP participants (nurses and non-nurses) are monitored for psychiatric disorders. For example, in fiscal year 2007, 47% of participants were monitored for psychiatric disorders compared to 75% in fiscal year 2016. Additionally, HPSP is monitoring more health professionals for attention deficit disorder, eating disorders, and post-traumatic stress disorder – most of which have a comorbid substance use disorder.

DIVERSION OF CONTROLLED SUBSTANCES

HPSP Definition of Diversion

The HPSP working definition of diversion is *the inappropriate acquisition of controlled or other potentially abusable substances*. Note the term “diversion” is umbrella terminology in which stealing drugs from the work place is included. Methods of diversion vary greatly, as does the impact and potential impact on patients.

Monitoring Conditions

Our standard monitoring conditions for work-related diversion include a practice restriction of a minimum of twelve months of no access to, handling of, or responsibility for, controlled and mood altering substances at work. In some professions and work situations, access to drugs must be supervised after the restriction is lifted. The length of monitoring is also extended beyond the usual 36 months to a minimum of 48 months..

Prescription Drug Abuse and Diversion

On July 19, 2016, a total of 496 health professionals had signed participation agreements. Of the 496 health professionals with signed agreements, 123 (25%) were addicted to prescription medication. Of the 123 addicted to prescription medications, 86 (70%) engaged in diversion.

Diversion by Board

The table below shows the number of participants with signed Participation Agreements by Board on July 19, 2016, who diverted and whether the diversion took place at work. Some participants diverted in more than one way. The data is based on participant self-report of diversion, employer report of diversion and Board data (i.e. data provided to HPSP by the Board via a disciplinary order).

Board	Number of persons who diverted by board	Diversion took place at work	Diversion did not take place at work	Comparison of total monitored to diversion
Nursing	50	33	30	50/275 =18%
Pharmacy	12	11	3	12/20=60%
Medical Practice	11	9	6	11/85=13%
Other boards	13*	6**	7***	13/47=28%*
Totals	86	59	46	-

*Represents persons regulated by the Boards of Dentistry (3), Behavioral Health and Therapy (2), Emergency Medical Services (2), Physical Therapy (3), Podiatric Medicine(1), and Veterinary Medicine (2).

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