

Program Objectives

- ~ To ensure public health and safety through a program that provides close monitoring of nurses whose safety to practice has been or may be compromised due to substance abuse and/or psychiatric, psychological or physical conditions.
- ~ To provide an avenue for affected nurses to be rehabilitated in a therapeutic, non-punitive, and confidential process.
- ~ To facilitate early intervention, thereby decreasing the time between recognition of the problem and the nurse's entry into a recovery program.
- ~ To provide a cost-effective alternative to the traditional disciplinary process.
- ~ To develop a statewide network of appropriate resources for recovering nurses.
- ~ To provide confidential consultations for nursing administrators and supervisors.
- ~ To provide an opportunity for nurses to be retained in the nursing profession.

Don't lose a good nurse to a treatable illness!

Additional Resources

Intervention Project for Nurses

www.ipnfl.org

Florida Nurses Association

www.floridanurse.org

The American Association of Nurse Anesthetists

www.aana.com

International Nurses Society on Addiction

www.intnsa.org

Alcoholics Anonymous

www.aa.org

Narcotics Anonymous

www.na.org

National Council of State Boards of Nursing

www.ncsbn.org

American Society of Addiction Medicine

www.asam.org

National Organization of Alternative Programs

www.alternativeprograms.org

Family and Friends Support

www.alanon.org

Intervention Project for Nurses (IPN)

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www.ipnfl.org

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Assisting Nurses Through Care
and Accountability



INTERVENTION PROJECT FOR NURSES

The Mission of the Intervention Project for Nurses is to ensure public health and safety by providing education, monitoring and support to nurses in the State of Florida.

1-800-840-2720

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IPN is an affiliate of the
Florida Nurses Association (FNA)

ABOUT IPN

The American Nurses Association estimates that approximately 15% of nurses use alcohol or drugs to an extent that impairs professional performance. There is a growing need for accountable and effective programs to provide assistance and monitoring solutions. IPN is such a solution for the nursing profession in Florida.

The Intervention Project for Nurses is Florida's state approved alternative to discipline program for nurses (F.S. 455.26). IPN functions under contract with the Florida Department of Health.

IPN's primary mission is to enhance public safety by assisting nurses and CNA's whose practice has been or may be compromised due to substance abuse, and/or psychiatric, psychological, or physical conditions. By developing strong partnerships with healthcare facilities through consultation, training and assistance with policy and procedure development, employers are better prepared to identify concerns earlier and intervene effectively. In addition, Florida healthcare consumers are protected and nursing colleagues receive timely assistance.

Today's scientific research has shown that addiction is a chronic, progressive, sometimes fatal, brain disease. However, it is treatable and IPN's experienced staff will assist nurses with care, monitoring, if needed, and treatment referral. The first step in the IPN referral process is to refrain a nurse from practice until a "fitness for duty" evaluation is performed.

Retaining healthy nurses and CNA's in a time of a growing nursing shortage makes both financial and ethical sense for the public, the nursing profession and the healthcare industry in Florida.

"The most important thing to me was being able to keep my license and not feel like a failure" W.S

"I will always be grateful for a second chance" S. L.
"My worst nightmare has turned into my greatest gift" C.S.

IPN Success is Documented

- ~ Since its inception, IPN has assisted more than 25,000 nurses.
- ~ IPN/DOH reports demonstrate 75-80% successful completion rate
- ~ Retention in the nursing profession is 78%
- ~ Relapse rate 9%

WHAT IS IMPAIRMENT?

Impairment is demonstrated by diminished cognitive functioning and memory, altered motor skills, decreased alertness, difficulty in decision making, compromised judgment and the inability to cope with stressful situations.

Substance abuse and dependence, physical conditions, psychological problems and psychiatric illness can all impair the nurse's ability to practice with reasonable skill and safety.

Do you have a nurse whose performance demonstrates:

- Inappropriate and/or unprofessional behaviors
- Frequent absences
- Smelling of alcohol when presenting on duty
- Deteriorating appearance and job performance
- Sloppy, illegible, or errors in charting

- Discrepancies in narcotics counts
- Poor judgment/concentration

Not getting co-signature on wastes

Did you know that making a referral of a nurse for impairment to IPN meets the mandatory reporting requirement?
(F.S. 464.018 (k))

IPN SERVICES INCLUDE:

- ~ Consultation, education, supervisory training to nursing employers, schools of nursing, and other interested parties.
- ~ Coordination of fitness to practice evaluation, treatment options, monitoring and support to nurses.
- ~ Oversight of IPN Nurse Support Groups.
- ~ Coordination and approval of treatment providers/programs.
- ~ Report participants who fail to adhere to IPN conditions of participation to DOH for appropriate action to ensure public safety.

Contact IPN today at 1-800-840-2720
for a confidential consultation