**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.

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**Don’t lose a good nurse to a treatable illness!**

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**Additional Resources**

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<td><a href="http://www.ipnfl.org">www.ipnfl.org</a></td>
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<td>Florida Nurses Association</td>
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<td>The American Association of Nurse Anesthetists</td>
<td><a href="http://www.aana.com">www.aana.com</a></td>
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<td>National Council of State Boards of Nursing</td>
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<td>American Society of Addiction Medicine</td>
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<td>National Organization of Alternative Programs</td>
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<tr>
<td>Family and Friends Support</td>
<td><a href="http://www.alan.org">www.alan.org</a></td>
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**Assisting Nurses Through Care and Accountability**

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
Fax: 904-270-1633
www.ipnfl.org

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**Intervention Project for Nurses (IPN)**

PO Box 49130
Jacksonville Beach, FL 32240-9130
1-800-840-2720
904-270-1620
www.ipnfl.org
info@ipnfl.org

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

The American Nurses Association estimates that approximately 1.5% 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 is 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.

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

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.