

Texas Peer Assistance Program for Nurses

FY 2008 1st QUARTER REPORT
TO
THE TEXAS BOARD OF NURSING

December 15, 2007

This report answers the following six questions for the time period of: September 1, 2007 through November 30, 2007 for all data and outcome trends.

- ◆ Is the program working?
- ◆ What outcome trends are evident?
- ◆ Is the program compliant?
- ◆ Is the program fiscally responsible?
- ◆ Is the program well managed? And
- ◆ What requests does TPAPN have of the BON BOD?

IS THE PROGRAM WORKING?

Significant outcomes for the program’s case management and outreach activities are reported in this section. All data outcomes except financial are reported based on the Texas Board of Nursing’s (BON) fiscal/operating year. Outcome totals for signed participation agreements and signed return-to-work agreements are incomplete due to the fact that those processes (including data entry) may take longer than the time period reported.

All numbers reported in tables 1 and 2 below are derived from the cohort of *individual* RNs and LVNs referred to TPAPN during the most recently completed First (1st) quarter of 2008 FY. For purposes of this report no duplicate events occurring within either quarter are counted, e.g., multiple referrals and return-to-works for the same nurse. Fourth (4th) quarter numbers (outcomes) have been updated.

A. Case Management Performance:

Evidence that the program is working well is demonstrated by the following outcomes for the first quarter vs. third quarter – See *Table 1* for RNs and *Table 2* for LVNs below. Completions rose by two for RNs while other outcomes except RN third party referrals (105 vs. 102) and APN referrals (same for both quarters, 3 vs. 3) were less than the previous (4th) quarter. The major difference with third-party referrals is that now a greater portion are coming to TPAPN vis-à-vis the BON.

TABLE 1

RN Totals for 1st Qtr, FY 2008 and 4th Qtr, FY 2007								
Quarter	Referred		Signed Participation		Returned to Work		Completed	
	1st	4th	1st	4th	1st	4th	1st	4th
RNs	105	102	34	44	13	29	27	25
RN Board Orders	17	33	2	15	1	11	8	9
APNs	3	3	0	1	0	0	0	2
APN Board Orders	1	0	0	0	0	0	0	1
TOTAL	126	138	36	60	14	40	35	37

TABLE 2

LVN Totals 1st Qtr, FY 2008 and 4th Qtr, FY 2007								
Quarter	Referred		Signed Participation		Returned to Work		Completed	
	1st	4th	1st	4th	1st	4th	1st	4th
LVNs	35	43	5	17	0	6	5	9
LVN Board Orders	15	13	5	7	1	7	2	3
TOTAL	50	56	10	24	1	13	7	12

B. Case/Call Activity

Total Active Cases (RNs and LVNs):

- 680 – The total number represents TPAPN’s average, daily census for the quarter. It includes RNs and LVNs referred to TPAPN who have signed or have yet to sign participation agreements and have not been dismissed from TPAPN.

Total Telephone Calls Taken via TPAPN’s Dedicated Toll Free Line:

- 7,431 – This total does not include local/metro calls and long distance calls received or outbound calls made by TPAPN staff.

C. Outreach Efforts:

Advocate Activities:

- 20 new advocate applications were received during the quarter.
- 286 attendees were reached via eleven, Type 1, Nursing CE offerings presented by TPAPN’s volunteer nurse advocates.

Staff Activities:

Workshops

- TPAPN’s 20th Anniversary Gala, Advocate & Faculty Liaison Workshop, November 2 & 3, Austin, TX, Over 100 individuals representing stakeholders, volunteers and other interested individuals attended the evening gala. About 75 volunteers including 18 new advocates attended Saturday’s full workshop.

Exhibits

- Texas Nurses Association’s (TNA) Leadership Conference, Austin, Texas 9/20 -21.
- The Licensed Vocational Nurses Association of Texas (LVNAT) conference, Austin, TX on 10/26.
- Deans & Directors meeting, October 5, Austin, TX.

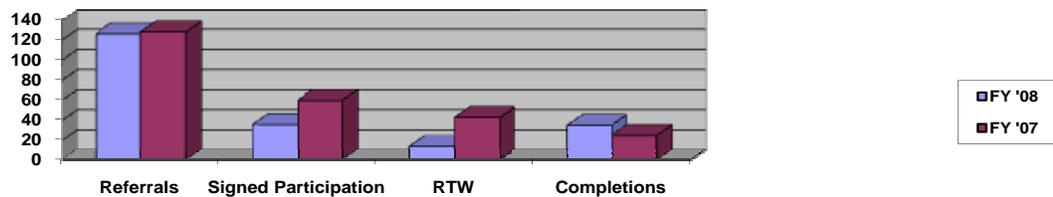
WHAT OUTCOME TRENDS ARE EVIDENT FOR RNS?

Table 3 and graphic 1 provide comparisons of outcomes for individual RNs 1st Qtr '08 : 1st Qtr '07. Outcomes reported contain no duplicate events for individuals. Overall, total referrals for RNs decreased slightly while for APNs referrals decreased by half. Due to the time lag between participation and return to nursing practice, agreements signed for '08 may lag behind '07 numbers. RNs successfully completing participation in '08 were ahead of '07 completions by roughly 29%.

TABLE 3

RN Totals 1 st Quarter FY 2008 to 1 st Quarter FY 2007								
	Referred		Signed Participation		RTW		Completed	
FY	'08	'07	'08	'07	'08	'07	'08	'07
RNs	105	94	34	41	13	28	27	18
RN Board Orders	17	28	2	14	1	11	8	6
APNs	3	6	0	5	0	4	0	1
APN Board Orders	1	0	0	0	0	0	0	0
TOTAL	126	128	36	60	14	43	35	25

Graph 1: RNs 1st Quarter FY 2008 vs. 1st Quarter FY 2007

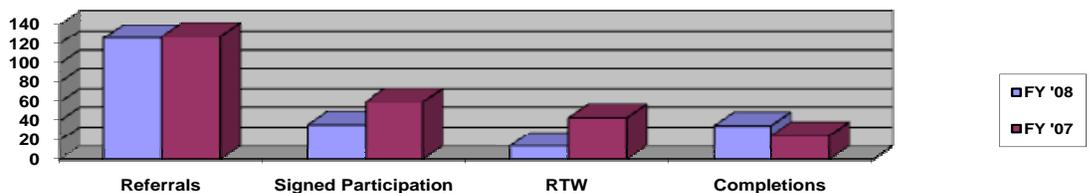


A comparison of FY '08 YTD RN outcomes vs. FY '07 is provided in table 4 and graph 2 below.

TABLE 4

RN Totals YTD FY 2008 to FY 2007								
	Referred		Signed Participation		RTW		Completed	
FY	'08	'07	'08	'07	'08	'07	'08	'07
RNs	105	94	34	41	13	28	27	18
RN Board Orders	17	28	2	14	1	11	8	6
APNs	3	6	0	5	0	4	0	1
APN Board Orders	1	0	0	0	0	0	0	0
TOTAL	126	128	36	60	14	43	35	25

Graph 2: Year-to-Date Outcomes for RNs: FY 2008 vs. FY 2007



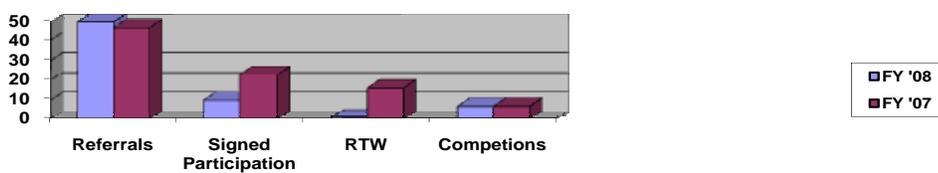
WHAT OUTCOME TRENDS ARE EVIDENT FOR LVNs?

Comparisons of LVN outcomes – 1st Qtr FY '08 vs. 1st Qtr FY '07 are provided in *table 5* and *graphic 3* below. Unlike RNs LVN referrals were slightly greater less than 1st quarter 2006 and completions remained the same. And as with RNs due to the time lag between participation and return to nursing practice, agreements signed for '08 will likely lag behind '07 numbers.

TABLE 5

LVN Totals 1 st Quarter FY 2008 to 1 st Quarter FY 2007								
FY	Referred		Signed Participation		Returned to Work		Completed	
	'08	'07	'08	'07	'08	'07	'08	'07
LVNs	35	36	5	17	0	11	5	4
LVN Board Orders	15	11	5	6	1	5	2	3
TOTAL	50	47	10	23	1	16	7	7

Graph 3: LVNs 1st Quarter FY 2008 vs. 1st Quarter FY 2007

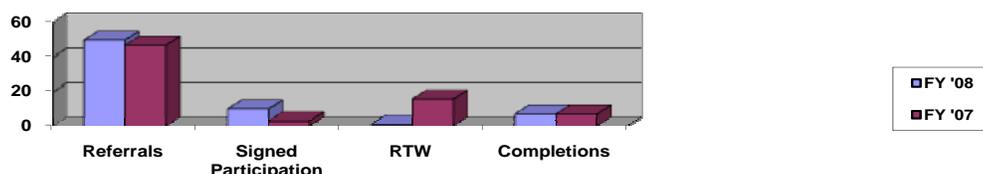


Comparisons of year to date (YTD) outcomes for LVNs, FY '08 vs. YTD outcomes for FY '07 are provided in *table 6* and *graphic 4* below. For '08 YTD, declines are noted in every category except LVNs “ordered to TPAPN” continue to increase and completions were the same for each year.

TABLE 6

LVN Totals YTD FY 2008 to YTD FY 2007								
FY	Referred		Signed Participation		Returned to Work		Completed	
	'08	'07	'08	'07	'08	'07	'08	'07
LVNs	35	36	5	17	0	11	5	4
LVN Board Orders	15	11	5	6	1	5	2	3
TOTAL	50	47	10	23	1	16	7	7

Graph 4: Year-to-Date Outcomes for LVNs: FY 2008 vs. FY 2007



IS THE PROGRAM COMPLIANT?

TPAPN demonstrates legal and programmatic compliance by:

- Implementing new policies regarding eligibility of third party referrals for the program, per legislation passed during the 2007 Texas legislative session resulting in the repeal and re-proposed rule §217.13 by the BON.
- Implementing the new Extended Evaluation Program (EEP) per agreement with the BON that provides greater opportunity for alternative to BON licensure discipline for certain nurses.
- Continuing risk management consultation services of program information and processes by Simon Whiting, J.D. of Burford & Ryburn LLC, Dallas.
- Renewed the program's annual general and professional liability insurance coverage with broker The Van Wagner Group, Inc., at a cost of approximately \$5,000.

IS THE PROGRAM FISCALLY RESPONSIBLE?

TPAPN demonstrates fiscal responsibility by:

- Monitoring its income and expenditures: While the program did manage to contain expenditures to approximately \$9,000 less than projected by the end of November, 2007, expenses have grown e.g., the cost of new employee for the EEP, additional personnel expenses due to having a part-time volunteer coordinator and the extra cost of TPAPN's 20th anniversary gala and workshop held in early November. TPAPN experienced a net loss of approximately \$81,000 for the BON's first quarter that ended on 11/30/06 compared to a net loss of approximately \$21,000 for the same period for FY '06. The net loss is also partly due to the fact that TPAPN received the last of the full, capped amount from the BON in early July given that TPAPN's (Texas Nurses Foundation's) fiscal year runs July 1 – June 30. The different fiscal years result in deficit amounts for the better half of TPAPN's new fiscal year. **The draft balance and income statements for September, October and November 2007 follow in this report, 9 pages total.**

IS THE PROGRAM WELL-MANAGED?

TPAPN demonstrates that it is well-managed by:

- Assessing options for TPAPN's website as the Texas Nurses Association and Foundation looked to a new company, Affiniscape, Inc., to host its webcentric services and information, 9/3.
- Attending the Texas Pain Summit of Stakeholders conference in Austin, 9/8.
- Two TPAPN staff attended an eligibility and disciplinary meeting of the BON on 9/8.
- TPAPN Director and staff met with the president and technical director of TPAPN's database software program (AKA "Athena") to review status and needed changes/enhancements, 9/12 - 14.
- Program director attended a Peer Assistance Liaison Committee meeting representing similar peer assistance programs for the State of Texas for discussion of the status of the various programs, challenges and issues, 9/15.
- TPAPN Director and two case managers attended the TNA Leadership Conference, 9/20 -21.
- Meeting with various treatment representatives during the quarter in order to gain a better understanding of services they have to offer. These programs included: Chatsworth Pavilion, Montreal, Canada; The Right Step, Wimberley, Texas; Northwest Counseling, Cedar Park, Texas; Passages, Houston, Texas; and Texas Star Recovery, Austin, Texas.
- Ongoing work on issues and technical aspects involved in piloting a telecoaching group that would be facilitated by Kathie Bolles, RN, LPC, Coach.
- Attending the BON's Licensure Eligibility and Disciplinary Task Force meeting, 10/2.

- Program director and two case managers attended the National Organization of Alternative Program's (NOAP) and the International Nurses Society on Addictions (IntNSA) annual conferences held together in Arlington, VA, 9/8 – 13.
- The TPAPN director was elected as the NOAP Treasurer for a three year term.
- The director presented with Phyllis Tipton, PhD, RN at the IntNSA conference on an overview of the results obtained from the survey of programs. The survey had been developed with Ms. Tipton and her associate Christine Carver. **The cursory results are included in this report, 4 pages.**
- Holding a regularly scheduled business meeting of TPAPN's Advocate Committee, 11/1. Well over 100 people attended the gala.
- Participation on a regular basis by the program director in IntNSA's Peer Assistance Committee teleconferences and IntNSA's task force that is working with Madeline Nagle to update ANA's 1984 monograph: Addictions and Psychological Dysfunctions in Nursing: The Profession's Response to the Problem
- Convening TPAPN's 20th Anniversary Gala and Advocate & Faculty Liaison Workshop 11/2 – 3.
- Teleconferencing with Dr. Eschen, who works as the primary medical review officer for TPAPN's third party drug testing administrator, regarding EtG and EtS drug testing issues.
- Working with Dusty Johnston and the BON legal department to revise policy on nurses ordered to TPAPN who have a positive EtG drug test.

WHAT REQUESTS OF THE BON DOES TPAPN HAVE?

TPAPN requests the following of the BON:

- To approve TPAPN's new self-referral policy from the former policy that heretofore typically exempted self-referrals from being reported to the BON due to noncompliance or withdrawal to a policy that would require, as condition of participation, that self-referrals sign consent permitting report by TPAPN to the BON in cases of noncompliance or withdraw. **See Self-Referral background paper, pages.**
- **NOTE:** Outside of the first quarter 2007 a regular business meeting of the TPAPN Advisory Committee was held on December 14, 2007 during which the committee unanimously passed a motion recommending TPAPN change its Self-Referral policy. The TNF Director expedited review of the proposed self-referral policy by the TNF BOD during December and it was unanimously approved.

Texas Peer Assistance Program for Nurses

OVERVIEW

TPAPN operates under the Texas Nurses Foundation as an alternative to discipline for licensed RNs and LVNs of Texas whose nursing practice may be impaired due to chemical dependency or certain mental illnesses. TPAPN began operations on March 1, 1987 as approved peer assistance under Chapter 467 of the Texas Health and Safety Code.

As an alternative program that satisfies mandatory reporting requirements of Texas nurses, TPAPN has been able to save more than 2,500 nurses and return them to safe practice. TPAPN provides 24 hours a day, 7 days a week, confidential assistance services for nurses who otherwise may not have sought or been given assistance.

Nurses participating in TPAPN must obtain appropriate assessment, treatment, random drug screening and abide by practice restrictions and other terms of participation to ensure their continued good recovery. While participation in TPAPN is voluntary, a nurse who refuses to participate or who is dismissed from the program will be referred to the appropriate licensing board for disposition per TPAPN's policies. Through advocacy, education, opportunity and monitoring, TPAPN protects the public and helps to reclaim the careers and lives of Texas' nurses.

MISSION:

- 1) Offer nurses life-renewing opportunities for recovery from chemical dependency and mental illness;
- 2) Integrate nurses back into the profession;
- 3) Protect the public; and
- 4) Promote professional accountability.

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TNF - TPAPN
BALANCE SHEET
SEPTEMBER 30, 2007

ASSETS

CASH & CASH EQUIVALENTS			
11100	WELLS FARGO 3856-OPERATING	\$	71,020.95
11300	S/W SECURITIES-GOV'T FUND		164,070.33
			164,070.33
	TOTAL CASH & CASH EQUIVALENTS		235,091.28
INVESTMENTS			
11700	S/W SECURITIES-C D		94,856.17
			94,856.17
	TOTAL INVESTMENTS		94,856.17
ACCOUNTS RECEIVABLES			
12700	BOARD OF NURSE EXAMINERS		66,197.00
13200	A/R OTHERS		6,910.80
			6,910.80
	TOTAL ACCOUNTS RECEIVABLE		73,107.80
PREPAIDS			
			0.00
	TOTAL PREPAIDS		0.00
			0.00
	TOTAL CURRENT ASSETS		403,055.25
PROPERTY AND EQUIPMENT			
15000	FURNITURE & EQUIPMENT		90,078.85
15100	ACCUMULATED DEPRECIATION		(90,078.85)
			(90,078.85)
	TOTAL PROPERTY AND EQUIPMENT		0.00
			0.00
	TOTAL ASSETS	\$	403,055.25

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES			
20800	A/P-TNA	\$	278.25
20900	A/P-MONTH END		1,200.00
21200	A/P-TNF		3,000.00
21500	ACCRUED EXPENSES		48,094.00
21600	VOIDED CHECKS		405.17
			405.17
	TOTAL CURRENT LIABILITIES		52,977.42
NET ASSETS			
29400	BOD DESIGNATED:LEGAL/INS		40,000.00
30200	WIND-DOWN:AVAILABLE		216,000.00
30400	RELEASED FR LEGAL		58,278.50
30500	UNDESIGNATED		118,571.37
	NET INCOME OF <LOSS> TO DATE		(82,772.04)
			(82,772.04)
	TOTAL NET ASSETS		350,077.83
			350,077.83
	TOTAL LIABILITIES & NET ASSETS	\$	403,055.25

UNAUDITED

DECEMBER 27, 2007

TNF - TPAPN
INCOME STATEMENT
FOR THE THREE MONTHS ENDING SEPTEMBER 30, 2007

	Current Month Actual	Current Month Budget	Year to Date Actual	Year to Date Budget	Year to Date Variance
INCOME					
40200 BOARD OF NURSE EXAMI	\$ 66,197.00	\$ 52,083.33	\$ 75,276.00	\$ 156,250.03	(80,974.03)
40600 INTEREST	543.78	750.00	5,024.73	2,250.00	2,774.73
40700 DONATIONS	0.00	41.67	0.00	124.97	(124.97)
40900 VERIFICATIONS	0.00	50.00	0.00	150.00	(150.00)
41000 SPONSORS	0.00	250.00	300.00	750.00	(450.00)
41100 NCPS, INC. - SPONSORS	0.00	250.00	0.00	750.00	(750.00)
41200 PARTIC FEE:RN-BD ORDE	4,500.00	4,166.67	16,150.00	12,499.97	3,650.03
41300 PARTIC FEE:RN/LVN CD	10,098.00	11,250.00	30,822.00	33,750.00	(2,928.00)
41400 PARTIC FEE:RN-MI	200.00	416.67	1,300.00	1,249.97	50.03
41500 PARTIC FEE:LVN-BD ORD	2,100.00	1,583.33	3,500.00	4,750.03	(1,250.03)
41700 PARTIC FEE:LVN-MI	0.00	125.00	300.00	375.00	(75.00)
41800 EXTEND EVAL PARTIC FE	0.00	1,348.50	0.00	4,045.50	(4,045.50)
41900 EXTEND EVAL PROG FEE	0.00	3,020.83	0.00	9,062.53	(9,062.53)
42500 EMPLOYER W/S-INCOME	0.00	125.00	1,529.30	375.00	1,154.30
42900 EXHIBITS	0.00	166.67	0.00	499.97	(499.97)
43400 INFORMATION MATERIAL	0.00	4.17	0.00	12.47	(12.47)
43500 EMPLOYER INSERVICE	0.00	20.83	0.00	62.53	(62.53)
TOTAL INCOME	83,638.78	75,652.67	134,202.03	226,957.97	(92,755.94)
EXPENSES					
50500 COMPENSATION	48,669.24	45,781.67	136,525.99	137,344.97	(818.98)
50800 HLTH/LIFE INSURANCE	4,018.50	4,166.67	14,313.42	12,499.97	1,813.45
50900 W C INSURANCE	0.00	250.00	0.00	750.00	(750.00)
51000 DENTAL EXP	75.00	500.00	789.00	1,500.00	(711.00)
51500 PAYROLL TAXES	4,568.97	3,479.17	12,694.71	10,437.47	2,257.24
51700 401K	1,813.51	2,750.00	5,384.86	8,250.00	(2,865.14)
51900 TEMPS/AGENCIES/OTHER	828.94	0.00	864.48	0.00	864.48
52000 PROFESSIONAL DEVELOP	665.00	429.17	835.00	1,287.47	(452.47)
52400 STAFF MEETING	0.00	0.00	16.91	0.00	16.91
52500 STAFF TRAV/EXP	38.88	275.00	43.88	825.00	(781.12)
TOTAL	60,678.04	57,631.68	171,468.25	172,894.88	(1,426.63)
54500 LEGAL CONSULTANTS	0.00	250.00	0.00	750.00	(750.00)
TOTAL	0.00	250.00	0.00	750.00	(750.00)
55000 IMAGE CONSULTANT	0.00	416.67	0.00	1,249.97	(1,249.97)
56000 OFFICE SPACE	4,356.00	4,689.58	13,068.00	14,068.78	(1,000.78)
56200 REIMB FOR STAFF TIME	3,500.00	3,972.88	10,500.00	11,918.72	(1,418.72)
56400 FINANCIAL AUDIT	3,000.00	250.00	3,000.00	750.00	2,250.00
56600 BNE PERFORMANCE AUD	0.00	250.00	0.00	750.00	(750.00)
56700 MATERIALS-OTH GROUPS	0.00	8.33	0.00	25.03	(25.03)
56800 TELEPHONE	1,649.14	1,166.67	4,030.55	3,499.97	530.58
56900 EQUIP LEASE	301.00	375.00	903.00	1,125.00	(222.00)
57000 POSTAGE	710.69	750.00	1,872.99	2,250.00	(377.01)
57100 SHIPPING/DELIVERY/	0.00	25.00	11.52	75.00	(63.48)
57200 DUPLICATING	217.41	583.33	581.67	1,750.03	(1,168.36)
57300 BANK CHARGES	0.00	16.67	35.00	49.97	(14.97)
57400 SUPPLIES	264.64	416.67	612.63	1,249.97	(637.34)
57500 EQUIP/FURNITURE	0.00	291.67	169.14	874.97	(705.83)
57600 DEPRECIATION	0.00	41.67	0.00	124.97	(124.97)
57700 INFORMATION TECHNLO	327.80	583.33	667.80	1,750.03	(1,082.23)
57800 EQUIP MAINTENANCE	0.00	41.67	0.00	124.97	(124.97)
58000 MISCELLANEOUS	47.70	66.67	133.14	199.97	(66.83)

UNAUDITED

TNF - TPAPN
INCOME STATEMENT
FOR THE THREE MONTHS ENDING SEPTEMBER 30, 2007

	Current Month Actual	Current Month Budget	Year to Date Actual	Year to Date Budget	Year to Date Variance
58100 INSUR/LEGAL DEFENSE F	0.00	416.67	0.00	1,249.97	(1,249.97)
58600 RESOURCE LIBRARY	0.00	41.67	0.00	124.97	(124.97)
59600 COMMITTEES & BOARDS	171.74	250.00	171.74	750.00	(578.26)
TOTAL	14,546.12	14,654.15	35,757.18	43,962.29	(8,205.11)
60200 ADVOCATES EXPENSES	0.00	25.00	100.64	75.00	25.64
60400 ADVOCATES TRAINING	0.00	20.83	0.00	62.53	(62.53)
60600 FALL W/S- ADVOC- GALA	0.00	1,166.67	0.00	3,499.97	(3,499.97)
61000 SPRING W/S - ADVOCATE	0.00	750.00	0.00	2,250.00	(2,250.00)
TOTAL	0.00	1,962.50	100.64	5,887.50	(5,786.86)
61200 WEB CONFERENCING	0.00	1,000.00	0.00	3,000.00	(3,000.00)
62100 EEP WEBCETRIC	0.00	696.00	0.00	2,088.00	(2,088.00)
62200 WEBCENTRIC	3,187.20	3,250.00	9,648.00	9,750.00	(102.00)
62400 PROGRAM MATERIALS	0.00	416.67	0.00	1,249.97	(1,249.97)
TOTAL	3,187.20	5,362.67	9,648.00	16,087.97	(6,439.97)
63500 EMPLOYER INSERVICE	0.00	20.83	0.00	62.53	(62.53)
63800 EMPLOYER WORKSHOPS	0.00	125.00	0.00	375.00	(375.00)
64700 NRSB SCHOOLS WORKSH	0.00	83.33	0.00	250.03	(250.03)
64900 NRSB SCHOOLS-EDUC M	0.00	41.67	0.00	124.97	(124.97)
TOTAL	0.00	270.83	0.00	812.53	(812.53)
68400 EDUC-MATERIALS/BROC	0.00	333.33	0.00	1,000.03	(1,000.03)
68500 ED-VIDEOS-PRDCN & RE	0.00	25.00	0.00	75.00	(75.00)
68600 EDUC-NEWSLETTER	0.00	41.67	0.00	124.97	(124.97)
68700 ED PROD-RESEARCH-RES	0.00	41.67	0.00	124.97	(124.97)
68800 EDUC-EXHIBIT	0.00	41.67	0.00	124.97	(124.97)
TOTAL	0.00	483.34	0.00	1,449.94	(1,449.94)
TOTAL EXPENSES	78,411.36	80,615.17	216,974.07	241,845.11	(24,871.04)
NET INCOME OR LOSS	\$ 5,227.42	\$ (4,962.50)	\$ (82,772.04)	\$ (14,887.14)	(67,884.90)

UNAUDITED

TNF - TPAPN
BALANCE SHEET
OCTOBER 31, 2007

ASSETS

CASH & CASH EQUIVALENTS			
11100	WELLS FARGO 3856-OPERATING	\$	76,852.54
11300	S/W SECURITIES-GOV'T FUND		164,674.20
			164,674.20
	TOTAL CASH & CASH EQUIVALENTS		241,526.74
INVESTMENTS			
11700	S/W SECURITIES-C D		94,907.38
			94,907.38
	TOTAL INVESTMENTS		94,907.38
ACCOUNTS RECEIVABLES			
12700	BOARD OF NURSE EXAMINERS		63,164.00
13200	A/R OTHERS		7,335.00
			7,335.00
	TOTAL ACCOUNTS RECEIVABLE		70,499.00
PREPAIDS			
			0.00
	TOTAL PREPAIDS		0.00
			0.00
	TOTAL CURRENT ASSETS		406,933.12
PROPERTY AND EQUIPMENT			
15000	FURNITURE & EQUIPMENT		90,078.85
15100	ACCUMULATED DEPRECIATION		(90,078.85)
			(90,078.85)
	TOTAL PROPERTY AND EQUIPMENT		0.00
			0.00
	TOTAL ASSETS	\$	406,933.12

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES			
20800	A/P-TNA	\$	362.29
20900	A/P-MONTH END		5,751.00
21500	ACCRUED EXPENSES		48,694.00
21600	VOIDED CHECKS		405.17
			405.17
	TOTAL CURRENT LIABILITIES		55,212.46
NET ASSETS			
29400	BOD DESIGNATED:LEGAL/INS		40,000.00
30200	WIND-DOWN:AVAILABLE		216,000.00
30400	RELEASED FR LEGAL		58,278.50
30500	UNDESIGNATED		118,571.37
	NET INCOME OF <LOSS> TO DATE		(81,129.21)
			(81,129.21)
	TOTAL NET ASSETS		351,720.66
			351,720.66
	TOTAL LIABILITIES & NET ASSETS	\$	406,933.12

UNAUDITED

December 27, 2007

TNF - TPAPN
Income Statement
For the Four Months Ending October 31, 2007

	Current Month Actual	Current Month Budget	Year to Date Actual	Year to Date Budget	Year to Date Variance
Income					
40200 BOARD OF NURSE EXAMI	\$ 63,164.00	\$ 52,083.33	\$ 138,440.00	\$ 208,333.36	(69,893.36)
40600 INTEREST	655.08	750.00	5,679.81	3,000.00	2,679.81
40700 DONATIONS	0.00	41.67	0.00	166.64	(166.64)
40900 VERIFICATIONS	0.00	50.00	0.00	200.00	(200.00)
41000 SPONSORS	0.00	250.00	300.00	1,000.00	(700.00)
41100 NCPS, INC. - SPONSORS	0.00	250.00	0.00	1,000.00	(1,000.00)
41200 PARTIC FEE:RN-BD ORDE	2,750.00	4,166.67	18,900.00	16,666.64	2,233.36
41300 PARTIC FEE:RN/LVN CD	10,703.00	11,250.00	41,525.00	45,000.00	(3,475.00)
41400 PARTIC FEE:RN-MI	1,400.00	416.67	2,700.00	1,666.64	1,033.36
41500 PARTIC FEE:LVN-BD ORD	1,400.00	1,583.33	4,900.00	6,333.36	(1,433.36)
41700 PARTIC FEE:LVN-MI	400.00	125.00	700.00	500.00	200.00
41800 EXTEND EVAL PARTIC FE	0.00	1,348.50	0.00	5,394.00	(5,394.00)
41900 EXTEND EVAL PROG FEE	0.00	3,020.83	0.00	12,083.36	(12,083.36)
42500 EMPLOYER W/S-INCOME	0.00	125.00	1,529.30	500.00	1,029.30
42900 EXHIBITS	0.00	166.67	0.00	666.64	(666.64)
43400 INFORMATION MATERIAL	0.00	4.17	0.00	16.64	(16.64)
43500 EMPLOYER INSERVICE	0.00	20.83	0.00	83.36	(83.36)
44100 SPONSOR - GALA	1,800.00	0.00	1,800.00	0.00	1,800.00
44200 GALA BANQUET - TICKET	100.00	0.00	100.00	0.00	100.00
Total Income	82,372.08	75,652.67	216,574.11	302,610.64	(86,036.53)
Expenses					
50500 COMPENSATION	42,087.78	45,781.67	178,613.77	183,126.64	(4,512.87)
50800 HLTH/LIFE INSURANCE	2,815.50	4,166.67	17,128.92	16,666.64	462.28
50900 W C INSURANCE	0.00	250.00	0.00	1,000.00	(1,000.00)
51000 DENTAL EXP	165.00	500.00	954.00	2,000.00	(1,046.00)
51500 PAYROLL TAXES	3,312.07	3,479.17	16,006.78	13,916.64	2,090.14
51700 401K	1,816.48	2,750.00	7,201.34	11,000.00	(3,798.66)
51900 TEMPS/AGENCIES/OTHER	0.00	0.00	864.48	0.00	864.48
52000 PROFESSIONAL DEVELOP	1,071.00	429.17	1,906.00	1,716.64	189.36
52400 STAFF MEETING	0.00	0.00	16.91	0.00	16.91
52500 STAFF TRAV/EXP	2,425.17	275.00	2,469.05	1,100.00	1,369.05
Total	53,693.00	57,631.68	225,161.25	230,526.56	(5,365.31)
54500 LEGAL CONSULTANTS	720.00	250.00	720.00	1,000.00	(280.00)
Total	720.00	250.00	720.00	1,000.00	(280.00)
55000 IMAGE CONSULTANT	0.00	416.67	0.00	1,666.64	(1,666.64)
56000 OFFICE SPACE	4,356.00	4,689.58	17,424.00	18,758.36	(1,334.36)
56200 REIMB FOR STAFF TIME	3,500.00	3,972.92	14,000.00	15,891.64	(1,891.64)
56400 FINANCIAL AUDIT	0.00	250.00	3,000.00	1,000.00	2,000.00
56600 BNE PERFORMANCE AUD	0.00	250.00	0.00	1,000.00	(1,000.00)
56700 MATERIALS-OTH GROUPS	0.00	8.33	0.00	33.36	(33.36)
56800 TELEPHONE	1,085.57	1,166.67	5,116.12	4,666.64	449.48
56900 EQUIP LEASE	301.00	375.00	1,204.00	1,500.00	(296.00)
57000 POSTAGE	746.50	750.00	2,619.49	3,000.00	(380.51)
57100 SHIPPING/DELIVERY/	102.29	25.00	113.81	100.00	13.81
57200 DUPLICATING	276.40	583.33	858.07	2,333.36	(1,475.29)
57300 BANK CHARGES	89.81	16.67	124.81	66.64	58.17
57400 SUPPLIES	1,098.57	416.67	1,711.20	1,666.64	44.56
57500 EQUIP/FURNITURE	5,211.80	291.67	5,380.94	1,166.64	4,214.30
57600 DEPRECIATION	0.00	41.67	0.00	166.64	(166.64)
57700 INFORMATION TECHNLO	170.00	583.33	837.80	2,333.36	(1,495.56)

Unaudited

TNF - TPAPN
Income Statement
For the Four Months Ending October 31, 2007

	Current Month Actual	Current Month Budget	Year to Date Actual	Year to Date Budget	Year to Date Variance
57800 EQUIP MAINTENANCE	0.00	41.67	0.00	166.64	(166.64)
58000 MISCELLANEOUS	43.89	66.67	177.03	266.64	(89.61)
58100 INSUR/LEGAL DEFENSE F	4,999.00	416.67	4,999.00	1,666.64	3,332.36
58600 RESOURCE LIBRARY	0.00	41.67	0.00	166.64	(166.64)
59600 COMMITTEES & BOARDS	0.00	250.00	171.74	1,000.00	(828.26)
Total	21,980.83	14,654.19	57,738.01	58,616.48	(878.47)
60200 ADVOCATES EXPENSES	0.00	25.00	100.64	100.00	0.64
60400 ADVOCATES TRAINING	0.00	20.83	0.00	83.36	(83.36)
60600 FALL W/S- ADVOC- GALA	961.93	1,166.67	961.93	4,666.64	(3,704.71)
61000 SPRING W/S - ADVOCATE	0.00	750.00	0.00	3,000.00	(3,000.00)
Total	961.93	1,962.50	1,062.57	7,850.00	(6,787.43)
61200 WEB CONFERENCING	0.00	1,000.00	0.00	4,000.00	(4,000.00)
62100 EEP WEBCETRIC	0.00	696.00	0.00	2,784.00	(2,784.00)
62200 WEBCENTRIC	3,368.00	3,250.00	13,016.00	13,000.00	16.00
62400 PROGRAM MATERIALS	0.00	416.67	0.00	1,666.64	(1,666.64)
Total	3,368.00	5,362.67	13,016.00	21,450.64	(8,434.64)
63500 EMPLOYER INSERVICE	0.00	20.83	0.00	83.36	(83.36)
63800 EMPLOYER WORKSHOPS	0.00	125.00	0.00	500.00	(500.00)
64700 NRSRG SCHOOLS WORKSH	0.00	83.33	0.00	333.36	(333.36)
64900 NRSRG SCHOOLS-EDUC M	0.00	41.67	0.00	166.64	(166.64)
Total	0.00	270.83	0.00	1,083.36	(1,083.36)
68400 EDUC-MATERIALS/BROC	0.00	333.33	0.00	1,333.36	(1,333.36)
68500 ED-VIDEOS-PRDCN & RE	0.00	25.00	0.00	100.00	(100.00)
68600 EDUC-NEWSLETTER	0.00	41.67	0.00	166.64	(166.64)
68700 ED PROD-RESEARCH-RES	0.00	41.67	0.00	166.64	(166.64)
68800 EDUC-EXHIBIT	5.49	41.67	5.49	166.64	(161.15)
Total	5.49	483.34	5.49	1,933.28	(1,927.79)
Total Expenses	80,729.25	80,615.21	297,703.32	322,460.32	(24,757.00)
Net Income or Loss	\$ 1,642.83	\$ (4,962.54)	\$ (81,129.21)	\$ (19,849.68)	(61,279.53)

Unaudited

TNF - TPAPN
BALANCE SHEET
NOVEMBER 30, 2007

ASSETS

CASH & CASH EQUIVALENTS			
11100	WELLS FARGO 3856-OPERATING	\$	29,712.39
11300	S/W SECURITIES-GOV'T FUND		165,207.79
			194,920.18
	TOTAL CASH & CASH EQUIVALENTS		194,920.18
INVESTMENTS			
11700	S/W SECURITIES-C D		94,950.60
			94,950.60
	TOTAL INVESTMENTS		94,950.60
ACCOUNTS RECEIVABLES			
12700	BOARD OF NURSE EXAMINERS		53,642.00
13200	A/R OTHERS		6,465.00
			60,107.00
	TOTAL ACCOUNTS RECEIVABLE		60,107.00
PREPAIDS			
			0.00
	TOTAL PREPAIDS		0.00
			349,977.78
	TOTAL CURRENT ASSETS		349,977.78
PROPERTY AND EQUIPMENT			
15000	FURNITURE & EQUIPMENT		90,078.85
15100	ACCUMULATED DEPRECIATION		(90,078.85)
			0.00
	TOTAL PROPERTY AND EQUIPMENT		0.00
			349,977.78
	TOTAL ASSETS	\$	349,977.78

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES			
20800	A/P-TNA	\$	302.00
20900	A/P-MONTH END		18,176.00
21500	ACCRUED EXPENSES		27,761.00
21600	VOIDED CHECKS		405.17
			46,644.17
	TOTAL CURRENT LIABILITIES		46,644.17
NET ASSETS			
29400	BOD DESIGNATED:LEGAL/INS		40,000.00
30200	WIND-DOWN:AVAILABLE		216,000.00
30400	RELEASED FR LEGAL		35,278.50
30500	UNDESIGNATED		118,571.37
	NET INCOME OF <LOSS> TO DATE		(106,516.26)
			303,333.61
	TOTAL NET ASSETS		303,333.61
			349,977.78
	TOTAL LIABILITIES & NET ASSETS	\$	349,977.78

UNAUDITED

December 27, 2007

TNF - TPAPN
Income Statement
For the Five Months Ending November 30, 2007

	Current Month Actual	Current Month Budget	Year to Date Actual	Year to Date Budget	Year to Date Variance
Income					
40200 BOARD OF NURSE EXAMI	\$ 53,642.00	\$ 52,083.33	\$ 192,082.00	\$ 260,416.69	(68,334.69)
40600 INTEREST	576.81	750.00	6,256.62	3,750.00	2,506.62
40700 DONATIONS	0.00	41.67	0.00	208.31	(208.31)
40900 VERIFICATIONS	0.00	50.00	0.00	250.00	(250.00)
41000 SPONSORS	0.00	250.00	300.00	1,250.00	(950.00)
41100 NCPS, INC. - SPONSORS	0.00	250.00	0.00	1,250.00	(1,250.00)
41200 PARTIC FEE:RN-BD ORDE	2,000.00	4,166.67	20,900.00	20,833.31	66.69
41300 PARTIC FEE:RN/LVN CD	9,449.00	11,250.00	50,974.00	56,250.00	(5,276.00)
41400 PARTIC FEE:RN-MI	400.00	416.67	3,100.00	2,083.31	1,016.69
41500 PARTIC FEE:LVN-BD ORD	160.00	1,583.33	5,060.00	7,916.69	(2,856.69)
41700 PARTIC FEE:LVN-MI	50.00	125.00	750.00	625.00	125.00
41800 EXTEND EVAL PARTIC FE	0.00	1,348.50	0.00	6,742.50	(6,742.50)
41900 EXTEND EVAL PROG FEE	2,250.00	3,020.83	2,250.00	15,104.19	(12,854.19)
42500 EMPLOYER W/S-INCOME	0.00	125.00	1,529.30	625.00	904.30
42900 EXHIBITS	0.00	166.67	0.00	833.31	(833.31)
43400 INFORMATION MATERIAL	0.00	4.17	0.00	20.81	(20.81)
43500 EMPLOYER INSERVICE	170.00	20.83	170.00	104.19	65.81
44100 SPONSOR - GALA	2,100.00	0.00	3,900.00	0.00	3,900.00
44200 GALA BANQUET - TICKET	100.00	0.00	200.00	0.00	200.00
Total Income	70,897.81	75,652.67	287,471.92	378,263.31	(90,791.39)
Expenses					
50500 COMPENSATION	47,594.75	45,781.67	226,208.52	228,908.31	(2,699.79)
50800 HLTH/LIFE INSURANCE	5,026.50	4,166.67	22,155.42	20,833.31	1,322.11
50900 W C INSURANCE	0.00	250.00	0.00	1,250.00	(1,250.00)
51000 DENTAL EXP	181.00	500.00	1,135.00	2,500.00	(1,365.00)
51500 PAYROLL TAXES	1,498.31	3,479.17	17,505.09	17,395.81	109.28
51700 401K	2,780.57	2,750.00	9,981.91	13,750.00	(3,768.09)
51900 TEMPS/AGENCIES/OTHER	0.00	0.00	864.48	0.00	864.48
52000 PROFESSIONAL DEVELOP	760.00	429.17	2,666.00	2,145.81	520.19
52400 STAFF MEETING	0.00	0.00	16.91	0.00	16.91
52500 STAFF TRAV/EXP	2.91	275.00	2,471.96	1,375.00	1,096.96
Total	57,844.04	57,631.68	283,005.29	288,158.24	(5,152.95)
54500 LEGAL CONSULTANTS	135.00	250.00	855.00	1,250.00	(395.00)
Total	135.00	250.00	855.00	1,250.00	(395.00)
55000 IMAGE CONSULTANT	0.00	416.67	0.00	2,083.31	(2,083.31)
56000 OFFICE SPACE	4,356.00	4,689.58	21,780.00	23,447.94	(1,667.94)
56200 REIMB FOR STAFF TIME	3,500.00	3,972.92	17,500.00	19,864.56	(2,364.56)
56400 FINANCIAL AUDIT	0.00	250.00	3,000.00	1,250.00	1,750.00
56600 BNE PERFORMANCE AUD	0.00	250.00	0.00	1,250.00	(1,250.00)
56700 MATERIALS-OTH GROUPS	0.00	8.33	0.00	41.69	(41.69)
56800 TELEPHONE	1,214.99	1,166.67	6,331.11	5,833.31	497.80
56900 EQUIP LEASE	301.00	375.00	1,505.00	1,875.00	(370.00)
57000 POSTAGE	542.89	750.00	3,162.38	3,750.00	(587.62)
57100 SHIPPING/DELIVERY/	0.00	25.00	113.81	125.00	(11.19)
57200 DUPLICATING	950.08	583.33	1,808.15	2,916.69	(1,108.54)
57300 BANK CHARGES	1.00	16.67	125.81	83.31	42.50
57400 SUPPLIES	262.19	416.67	1,973.39	2,083.31	(109.92)
57500 EQUIP/FURNITURE	1.47	291.67	5,382.41	1,458.31	3,924.10
57600 DEPRECIATION	0.00	41.67	0.00	208.31	(208.31)
57700 INFORMATION TECHNLO	170.00	583.33	1,007.80	2,916.69	(1,908.89)

Unaudited

TNF - TPAPN
Income Statement
For the Five Months Ending November 30, 2007

	Current Month Actual	Current Month Budget	Year to Date Actual	Year to Date Budget	Year to Date Variance
57800 EQUIP MAINTENANCE	0.00	41.67	0.00	208.31	(208.31)
58000 MISCELLANEOUS	48.51	66.67	225.54	333.31	(107.77)
58100 INSUR/LEGAL DEFENSE F	0.00	416.67	4,999.00	2,083.31	2,915.69
58600 RESOURCE LIBRARY	0.00	41.67	0.00	208.31	(208.31)
59600 COMMITTEES & BOARDS	1,680.13	250.00	1,851.87	1,250.00	601.87
Total	13,028.26	14,654.19	70,766.27	73,270.67	(2,504.40)
60200 ADVOCATES EXPENSES	0.00	25.00	100.64	125.00	(24.36)
60400 ADVOCATES TRAINING	0.00	20.83	0.00	104.19	(104.19)
60600 FALL W/S- ADVOC- GALA	22,293.56	1,166.67	23,255.49	5,833.31	17,422.18
61000 SPRING W/S - ADVOCATE	0.00	750.00	0.00	3,750.00	(3,750.00)
Total	22,293.56	1,962.50	23,356.13	9,812.50	13,543.63
61200 WEB CONFERENCING	0.00	1,000.00	0.00	5,000.00	(5,000.00)
62100 EEP WEBCETRIC	0.00	696.00	0.00	3,480.00	(3,480.00)
62200 WEBCENTRIC	2,984.00	3,250.00	16,000.00	16,250.00	(250.00)
62400 PROGRAM MATERIALS	0.00	416.67	0.00	2,083.31	(2,083.31)
Total	2,984.00	5,362.67	16,000.00	26,813.31	(10,813.31)
63500 EMPLOYER INSERVICE	0.00	20.83	0.00	104.19	(104.19)
63800 EMPLOYER WORKSHOPS	0.00	125.00	0.00	625.00	(625.00)
64700 NRSRG SCHOOLS WORKSH	0.00	83.33	0.00	416.69	(416.69)
64900 NRSRG SCHOOLS-EDUC M	0.00	41.67	0.00	208.31	(208.31)
Total	0.00	270.83	0.00	1,354.19	(1,354.19)
68400 EDUC-MATERIALS/BROC	0.00	333.33	0.00	1,666.69	(1,666.69)
68500 ED-VIDEOS-PRDCN & RE	0.00	25.00	0.00	125.00	(125.00)
68600 EDUC-NEWSLETTER	0.00	41.67	0.00	208.31	(208.31)
68700 ED PROD-RESEARCH-RES	0.00	41.67	0.00	208.31	(208.31)
68800 EDUC-EXHIBIT	0.00	41.67	5.49	208.31	(202.82)
Total	0.00	483.34	5.49	2,416.62	(2,411.13)
Total Expenses	96,284.86	80,615.21	393,988.18	403,075.53	(9,087.35)
Net Income or Loss	\$ (25,387.05)	\$ (4,962.54)	\$ (106,516.26)	\$ (24,812.22)	(81,704.04)

Unaudited

Summary of TPAPN Survey
Presented by Mike Van Doren, RN, CARN, MSN, and Phyllis Tipton, RN, PhD

1. **Number of Surveys Sent:** 41
Number of Returned Surveys: 21. This is an approximate 51% response rate

2. **Programs Completing Surveys:**
 1. Voluntary Disciplinary Alternative Program (Alabama),
 2. Diversion Program of California
 3. Intervention Project for Nurses (Florida)
 4. ISNAP (Indiana)
 5. Kansas Nursing Assistance Program
 6. KARE for Nurses (KY)
 7. MT Nursing Assistance Program (Montana)
 8. RAMP (Recovery and Monitoring Program) New Jersey
 9. Diversion Program for Chemically Dependent Nurses (New Mexico),
 10. NYS Nurses Ass'n Statewide Peer Assistance for Nurses (SPAN) (New York)
 11. Alternative Program (North Carolina)
 12. Oklahoma Peer Assistance Program
 13. Nurse Monitoring Program (Oregon)
 14. Professional Monitoring Program (Penn),
 15. Tennessee Professional Assistance Program
 16. Health Professionals Services Program (Minnesota)
 17. West Virginia Board Examiners for Registered Nurses
 18. Impaired Professionals Program (WI)
 19. Professional Recovery Network (Program for Texas Pharmacists/Dentists, Hygienists)
 20. Texas Veterinarians Peer Assistance Program
 21. Texas Peer Assistance Program for Nurses

3. **Year Program Started:**

Year	Program
1981	Tennessee Professional Assistance Program
1983	Professional Recovery Network (Program for Texas Pharmacists)
1984	Intervention Project for Nurses (Florida)
1985	Diversion Program of California
1987	Diversion Program for Chemically Dependent Nurses (New Mexico); Texas Peer Assistance Program for Nurses
1988	Kansas Nursing Assistance Program
1989	Professional Monitoring Program (Penn)
1990	Impaired Professionals Program (WI)
1991	Nurse Monitoring Program (Oregon)
1993	ISNAP (Indiana), Alternative Program (North Carolina)
1994	Oklahoma Peer Assistance Program, Voluntary Disciplinary Alternative Program

	(Alabama), Health Professionals Services Program (Minnesota)
1995	NYS Nurses Ass'n Statewide Peer Assistance for Nurses (SPAN) (New York)
1998	West Virginia Board Examiners for Registered Nurses
2001	KARE for Nurses (KY)
2003	RAMP (Recovery and Monitoring Program) New Jersey

4. Type of Disorders Accepted for Participation

Substance Use Disorders: 21

Psychiatric Disorders: 12

Diversion Program of California; Professional Recovery Network (Program for Texas Pharmacists); Professional Monitoring Program (Penn); Tennessee Professional Assistance Program; Voluntary Disciplinary Alternative Program (Alabama); Kansas Nursing Assistance Program; Texas Veterinarians Peer Assistance Program, Intervention Program for Nurses (Florida), Health Professionals Services Program (Minnesota); RAMP (Recovery and Monitoring Program) New Jersey; Nurse Monitoring Program (Oregon); Texas Peer Assistance Program Nurses

Other Type Disorders:

Boundary Issues: Tennessee Professional Assistance Program

Physical/Medical Diagnoses: 8

Kansas Nursing Assistance Program; Voluntary Disciplinary Alternative Program (Alabama); Nurse Monitoring Program (Oregon); Professional Recovery Network (Program for Texas Pharmacists and Dentists); Texas Veterinarians Peer Assistance Program; Intervention Program for Nurses (Florida); Health Professionals Services Program (Minnesota); RAMP (Recovery and Monitoring Program) New Jersey

Sexual Misconduct: Intervention Program for Nurses (Florida)

Other issues that require monitoring for the public's protection: RAMP (Recovery and Monitoring Program) New Jersey

5. Type of Referral

	Number of Programs	Specific Programs
Self, 3 rd Party, and Board Ordered	16	Kansas, WI, Oklahoma, Penn Professional Recovery Network (Texas); Montana, New Mexico Tenn., West Virginia; Veterinarians; Intervention Program for Nurses (Florida); ISNAP (Indiana); Health Professionals Services Program (Minnesota) – also does Board orders non-disciplinary; Alternative Program (North Carolina); RAMP (Recovery and Monitoring Program) New Jersey; Texas Peer Assistance Program for Nurses
Self, 3 rd Party, and Other	1	Alabama

Self and Board Orders	2	California and Kentucky
Self	1	NYS Nurses Ass'n Statewide Peer Assistance for Nurses (SPAN) (New York)
3 rd Party and Self referral	1	Nurse Monitoring Program (Oregon). However referral is made after investigation is made by the licensing board.

6. Board of Nursing and Referral Process

A. Board of Nursing Involvement in the Referral Process

Programs identifying board of nursing is involved in the referral process. The amount of involvement can vary from state to state.

State	Name of Program
AL	Voluntary Disciplinary Alt. Prog.
KY	KARE
NM	Diversion Prog. for CD Nurses
NJ	RAMP
NC	Alt. Prog.
OK	OK Peer Assist. Prog.
OR	OR Nurse Monitor. Prog.
PA	Prof'l Health Monitor. Prog.
WV	WV Board for Nurses
TX	TX Peer Assist. Prog for Nurses

Programs identifying the Board of Nursing has no involvement in the referral process.

State	Name of Program
TX	Pharm. & Dental Prof'l Recovery Net.
TX	Veterinarians Peer Assistance Program
CA	Diversion Prog.
FL	Intervention Prog. for Nurses
IN	ASNAP
KS	KS Nursing Assist. Prog.
MN	Health Prof'l Service Prog.
MT	MT Nursing Assist. Prog.
NY	Statewide Peer Assist. Prog.
TN	TN Prof'l Assist. Prog.
WI	Impaired Prof'l Prog.

7. Type of Professional Accepted:

Most programs work exclusively with licensed nurses (RNs, LPNs, and APNs) with the exception of the following:

Diversion Program of California: Accepts only RNs and APNs,
 Intervention Program for Nurses (Florida) also works with: certified nursing assistants, graduate nurses, student nurses

Professional Monitoring Program (Penn): The program is open to licensee from Boards of: Chiropractic, Dentistry, Medicine, Nursing, Optometry, Osteopathy, Pharmacy, Physical Therapy, Podiatry, Psychology, Social Work, Speech, Language, and Hearing Examiners, and Veterinarians

Tennessee Professional Assistance Program : Several Health Related Boards

Impaired Professionals Program (WI) – In addition to nurses this program works with professionals who must have any time of regulation/licensure (a total of 120 types of professionals)

Health Professionals Services Program (Minnesota) – Includes most other types of health care professionals; mental health therapists; nursing home administrators

15. Number and types of Nurse Referrals for 2005

The number of referrals varied.

10 states reported less than 110 (16 to 103)

1 state reported 245

3 states reported between 300 and 360 (320 to 353)

1 state reported between 400 and 500

1 state reported 760

1 state reported 978

The majority of referrals were for substance abuse.

16. Length of the Program

Number of Years	Program
2	Oklahoma; TX Peer Assist. Program for Nurses
3	Penn., Tenn., Montana, Kansas, WV, ISNAP (Indiana), Alternative Program (North Carolina); TX Peer Assist. Program - Nurses <u>APNs only</u> 8 total
3.5	California
5	Professional Recovery Network, Alabama, Kentucky, New Mexico, WI., Texas Veterinarians Peer Assistance Program; Intervention Program for Nurses (Florida); RAMP (Recovery and Monitoring Program) New Jersey, Nurse Monitoring Program (Oregon)
	9 total

Health Professionals Services Program (Minnesota): Length of program depends upon illness and risk to public. NYS Nurses Ass'n Statewide Peer Assistance for Nurses (SPAN) (New York) does not have a minimal or maximal length of participation.

17. Staff Managing Case Load in 2005

The number of staff managing case load varied from 1 to 8.

18. The average caseload per case manager in 2005.

The range was from 14 to 250. For eight of the programs the case managers' load was between 100 to 160 and three others the range was from 200 to 225.

19. The estimated percentage of total nurses practicing in state reported to the program during FY 2005.

All were below 1% with the percentages ranging from 0.05% to 0.44%.

TPAPN SELF-REFERRAL POLICY BACKGROUND

A. Definitions

- Self-referrals are defined as referrals that take place solely due to information received from nurses themselves, and the nurses wish to seek help before practice is affected.
- A third-party referral is defined as a referral that takes place due to information received from third-parties, i.e. a nurse peer or supervisor, or others and practice is considered to be affected.

B. Current Policy Summary:

TPAPN accepts self-referrals. A self-referring nurse who elects not to participate shall not be reported to the BNE, except as permitted by federal confidentiality regulations and terms of participation with TPAPN for nurses who are self-referrals. However, as condition of participation, a self-referring nurse will be required to sign a consent form permitting the nurse to be reported to the BON if TPAPN determines that the nurse is an immediate threat to patients or others.

C. REGARDING CONVERSION OF SELF-REFERRALS TO THIRD-PARTY REFERRAL STATUS:

Subsequent Third-Party Referral on a Self-Referred Participant

If TPAPN receives a third-party referral on a participant who was originally a self-referral, the following policies shall govern:

- If the third-party is aware of the participant's involvement in TPAPN or the information on which the referral is based was acquired because of the participant's being in TPAPN, the case shall remain a self-referral, but the incident may warrant re-starting or dismissal from TPAPN.
- Practice incidents involving self-referred participants may result in the participants being converted to a third-party referral status.
- If the third-party was not aware of participant's being in TPAPN and the information on which the referral was based was not acquired because of the participant's being in TPAPN, the case shall be converted to a third-party referral and governed by TPAPN policies relating to third-party referrals. The incident may also warrant re-starting or dismissal from TPAPN.

D. Central Question for Consideration:

The central question is, Should TPAPN change its current self-referral policy from one that provides "immunity" for nurses who self-refer to TPAPN and who later withdraw from the program or who are dismissed for noncompliance with terms of participation but who are apparently not an immediate danger to themselves or others to a policy that would require nurses who self-refer to sign consent upon signing participation allowing TPAPN to report them to the BON should they be noncompliant, withdraw, have an unexcused positive drug test result?

E. PROS for maintaining current policy:

1. Current policy has worked thus far (more than 20 years) without known incident.
2. Nurses who choose not to continue participation for whatever reason suffer least harm by their admission into TPAPN.
3. Based on intake experience, many self-referrals do believe they are exempt from reporting, especially in those cases where an employer suggests they call TPAPN in lieu of being reported.
4. Current policy is most in line with federal confidentiality regulations governing drug and alcohol abuse patients (42 CFR, part 2) that state that patients or clients who admit themselves to a program of help, i.e., treatment program, that their admission should not cause them greater harm. For example, if a client, even a nurse, at a treatment facility fails treatment the facility will not report the nurse to the “authorities.”
5. Case Managers have shown restraint and reasonable caution in reporting nurses who may be of immediate harm
6. Informal and formal communications (within the profession, recovery groups, as well as non-recovering groups) about current policy and likelihood of non-report in case of noncompliance provide nurses with the most incentive for self-referring.

F. CONS for maintaining current policy:

1. TPAPN suspects that most self-referrals are likely to qualify as 3rd party referrals but the 3rd parties have failed to fulfill their report requirement.
2. TPAPN recognizes a potential for harm but does not know for certain that there have been negative ramifications for patients’ safety or the safety of others.
3. With the September 1, 2007 effective date to the amendment NPA, §301.410, regarding 3rd party report policy of nurses with chemical dependency, mental illness or diminished mental capacity, there is a distinct possibility that more nurses will self-refer, when in fact they should have been reported to the BON by 3rd parties but the 3rd parties fail to report due to perceived harm to the nurse and instead encourage them to self-refer (In effect TPAPN may be working with more nurses who would likely not be reported by the program to the BON when they withdraw or are noncompliant – but should be reported because they should have been 3rd party referrals to TPAPN in the first place, i.e., had or were suspected of practice violation(s).
4. Though self-referrals constitute a small percentage of overall cases (est. 5 – 8%) in TPAPN and empirical evidence suggests they have the least success possibly due to lack of negative consequences, i.e., threat of board report.
5. Given #4 above it’s questionable as to exactly how many self-referrals realize their “immunity” status –that they will normally not be reported to the BON upon relapse or significant noncompliance. TPAPN Intake Coordinator must take significant pains to address or screen those nurses who are likely self-referring only because: a) their employers have told them (incorrectly) to do so or have failed to follow-through on referring the nurses as obligated; b) the nurses’ license renewal is coming up and *now* they wish to be able to answer “no” to the

questions re: having problems with or treatment for chemical dependency or certain mental disorders in the past 5 years/since last renewal and will likely withdraw early – after their renewal date. (FYI: TPAPN policy is to screen self-referrals with questionable motives identify their renewal date and if they are 2 mos or less from renewal TPAPN will not enter participation agreement until after that date.

6. Too many times TPAPN Case Managers have known nurses who were self-referrals to the program to still be using (drugs or alcohol) upon their dismissal fro TPAPN yet because the program does not have knowledge that they are an immediate harm to self or others they are “free” to go on practicing. This also puts TPAPN Case Managers in an uncomfortable position.
7. Reporting self-referrals who are noncompliant would be more in line with the current risk management climate and the mandate set forth by the Texas Sunset Commission’s recommendations/legislation pertaining to peer assistance.
8. Legal counsel believes that TPAPN would not be abridging confidentiality regulations given that the nurse is informed that *as a condition of participation* consent would need to be signed permitting TPAPN to disclose certain information to the BON should they be noncompliant or withdraw.