

Texas Peer Assistance Program for Nurses

FY 2008 3rd QUARTER REPORT
TO
THE TEXAS BOARD OF NURSING

June 15, 2008

This report answers the following six questions for the time period of: March 1, 2008 through May 31, 2008 for TPAPN's major data outcomes, participant trends and significant program activities.

- ◆ 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 for the current quarter 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 third (3rd) 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. Numbers (outcomes) for the second (2nd) quarter FY '08 have been updated since first reported.

A. Case Management Performance:

Evidence that the program is working well is demonstrated by the following outcomes for the third quarter vs. second quarter – See *Table 1* for RNs and *Table 2* for LVNs below..

TABLE 1

RN Totals for 3rd Qtr, FY 2008 and 2nd Qtr, FY 2008								
Quarter	Referred		Signed Participation		Returned to Work		Completed	
	3rd	2nd	3rd	2nd	3rd	2nd	3rd	2nd
RNs	69	69	39	47	21	33	17	26
RN Board Orders	14	10	3	0	2	0	9	8
APNs	1	1	0	1	0	1	0	0
APN Board Orders	0	0	0	0	0	0	0	0
TOTAL	84	80	42	48	23	34	26	34

TABLE 2

LVN Totals 3rd Qtr, FY 2008 and 2nd Qtr, FY 2008								
Quarter	Referred		Signed Participation		Returned to Work		Completed	
	3rd	2nd	3rd	2nd	3rd	2nd	3rd	2nd
LVNs	30	41	10	11	2	7	5	2
LVN Board Orders	8	8	1	4	0	2	6	2
TOTAL	38	49	11	15	2	9	11	4

B. Case/Call Activity

Total Active Cases (RNs and LVNs):

- 645 – Total of TPAPN’s average, daily census during the quarter; includes RNs and LVNs referred to TPAPN and those approved for EEP, who have signed or have yet to sign participation.

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

- 6,947 – Toll-free calls received, does not include local/metro calls, long distance calls received or outbound calls made.

C. Outreach Efforts:

Advocate Activities:

- 18 - Advocate applications received during the quarter.
- 184 – Attendees reached via nursing CE offerings given by TPAPN advocates.

Staff Activities:

Workshops

TPAPN:

- 3/29, guest presentation: Fourth Annual Regional Psychiatric Nursing Conference, San Antonio
- 4/9 & 10, TPAPN workshops for CHRISTUS Spohn Health Care System, Corpus Christi and Alice
- 4/18, guest presentation, Licensed Vocational Nurses Association of Texas conference, Austin
- 4/23, guest presentation, Texas Health Care Association, Dallas
- 4/25 – 26, TPAPN Advocate/Faculty Liaison Training Workshop, Austin
- 5/29, TPAPN workshop for Methodist Health Care System, San Antonio

Exhibits

- 3/29, Fourth Annual Regional Psychiatric Nursing Conference, San Antonio
- 4/3 – 4, UT Arlington Psychiatric Nursing Symposium, Arlington
- 4/10, Texas Association of Addictions professionals conference, Austin
- 4/18, Licensed Vocational Nurses Association of Texas spring conference, Austin

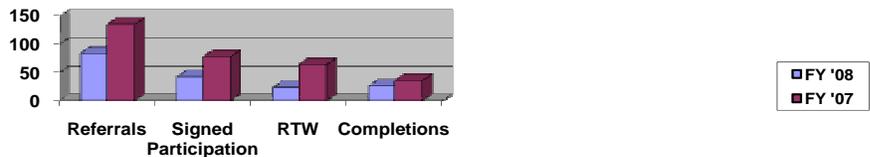
WHAT OUTCOME TRENDS ARE EVIDENT FOR RNs?

Table 3 and graphic 1 provide comparisons of outcomes for individual RNs 3rd Qtr '08 : 3rd Qtr '07. Outcomes reported contain no duplicate events for individuals.

TABLE 3

RN Totals 3 rd Quarter FY 2008 to 3 rd Quarter FY 2007								
	Referred		Signed Participation		RTW		Completed	
FY	'08	'07	'08	'07	'08	'07	'08	'07
RNs	69	109	39	66	21	53	17	27
RN Board Orders	14	22	3	10	2	9	9	7
APNs	1	2	0	1	0	1	0	1
APN Board Orders	0	2	0	1	0	1	0	1
TOTAL	84	135	42	78	23	64	26	36

Graph 1: RNs 3rd Quarter FY 2008 vs. 3rd Quarter FY 2007

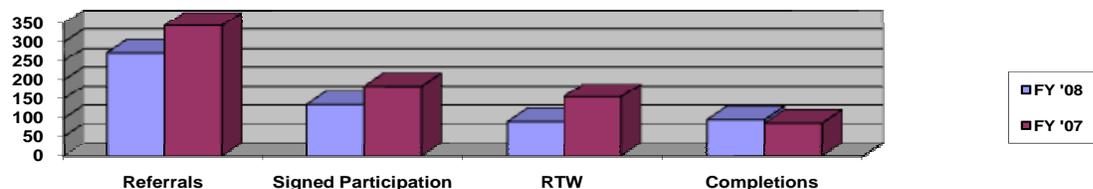


A comparison of FY '08 YTD RN outcomes including APN totals vs. FY '07 YTD is provided in table 4 and graph 2 below.

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	225	253	125	144	85	119	71	67
RN Board Orders	41	76	6	31	5	27	26	16
APNs	6	10	3	6	1	6	0	4
APN Board Orders	1	4	1	3	1	3	0	1
TOTAL	273	343	135	184	92	155	97	88

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



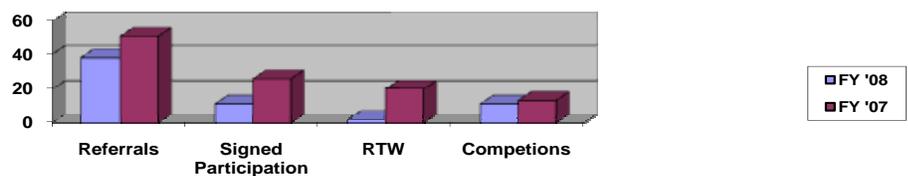
WHAT OUTCOME TRENDS ARE EVIDENT FOR LVNs?

Comparisons of LVN outcomes, 3rd Qtr FY '08 vs. 3rd Qtr FY '07 are provided in *table 5* and *graphic 3* below.

TABLE 5

LVN Totals 3 rd Quarter FY 2008 to 3 rd Quarter FY 2007								
FY	Referred		Signed Participation		Returned to Work		Completed	
	'08	'07	'08	'07	'08	'07	'08	'07
LVNs	30	38	10	20	2	17	5	10
LVN Board Orders	8	13	1	6	0	3	6	3
TOTAL	38	51	11	26	2	20	11	13

Graph 3: LVNs 3rd Quarter FY 2008 vs. 3rd Quarter FY 2007

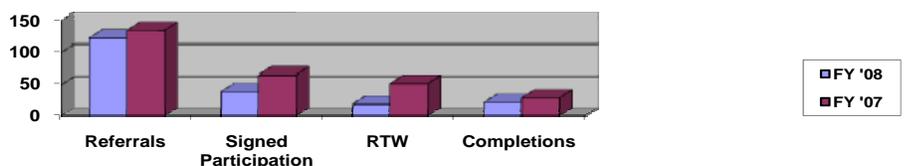


Comparisons of year to date (YTD) outcomes for LVNs, FY '08 vs. YTD outcomes for FY '07 are provided in *table 6* and *graphic 4* below.

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	92	97	29	46	13	38	12	22
LVN Board Orders	30	37	10	19	6	14	10	7
TOTAL	122	134	39	65	19	52	22	29

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



IS THE PROGRAM COMPLIANT?

TPAPN demonstrates legal and programmatic compliance by:

- Conferring with Simon Whiting, J.D. legal consultant to TPAPN for the purpose of finalizing his risk management audit report. The final draft will be provided to TPAPN/TNF by the end of June.
- Engaging Penny Burt, J.D., R.N. to perform performance/legal audit of the program for the BON. Ms. Burt began the audit on May 20. As part of her audit, Ms. Burt attended one of the weekly third party referral review meetings held between TPAPN and the BON. TPAPN expects that the annual audit report will be completed by July 1.

IS THE PROGRAM FISCALLY RESPONSIBLE?

TPAPN demonstrates fiscal responsibility by:

- Decreasing the estimated percentage of income and costs attributable to the EEP from 8% to 3% due to lower than expected numbers of program participants.
- As reflected in the income statement for May, by the end of the third quarter, TPAPN's income, including income attributed to EEP, was approximately \$112,685 less than budget. \$62,000 of this variance was due to income yet to be received from the BON and approximately \$37,000 less income received in most of the TPAPN participant fee categories, except income derived from "mental illness" participants. Direct income versus budget for EEP was approximately \$25,000 less by the end of the quarter. Total expenditures (including EEP) for the year as of the end of May were approximately \$37,716 less than budget resulting in a net loss of approximately \$75,000. **TPAPN's draft balance and income statements for March, April and May FY 2008 are included in this report, 12 pages total.**

IS THE PROGRAM WELL-MANAGED?

TPAPN demonstrates that it is well-managed by (Note: unless identified otherwise all activities cited are addressed by Mike Van Doren, TPAPN program director):

- Continuing weekly review meetings as to the appropriateness of third party referrals to TPAPN or EEP with Tony Diggs of the BON. Debbie Dysart, intake coordinator and Leanne Malone, case manager coordinator, along with the program director typically represent TPAPN.
- Making ongoing revisions to TPAPN's forms booklet and participant handbook.
- Attending 7 Habits of Effective Leadership seminar on 3/4/08 by Leah Lambracht, program operations coordinator and the program director.
- Hosting a presentation on Suboxone therapy by Randy Fox, RN for TPAPN staff on 3/7/08.
- Meeting with Texas Nurses' Association's (TNA's) executive director and Jolly Design, Inc. regarding possible branding options for the constituent corporations/entities of the Association, e.g., TNF/TPAPN and NACES.
- Holding a regularly scheduled business meeting of the TPAPN Advisory Committee on 3/14/08. The dominate matter of business was drafting the strategic plan and budget for FY '09. **The Draft TPAPN Advisory Minutes – 3/14/08 (6 pages) is included with this report along with the Draft FY 2009 TPAPN Strategic Plan (10 pages) and Draft TPAPN FY 2009 Budget (3 pages).**
- Attending the National Organization of Alternative Program's Executive Committee meeting, 4/1 – 4/3, in Grapevine, Texas. The meeting was hosted by Valley Hope Treatment Center – Grapevine.
- Attending and exhibiting at UT at Arlington's annual Psychiatric Nursing Symposium, 4/3 – 4/4. Case Manager, Terry Shockley attended and Case Manager Assistant II, Amira Lagerstrom, exhibited.

- Attending BON Licensure, Eligibility & Disciplinary Rules & Policies Task Force meeting on 4/4.
- Participating in the “National Alcohol Screening Day” at Austin Community College. This event and the National Depression Screening Day is sponsored annually by Screening for Mental Health, Inc. Debbie Lyle-Dysart, TPAPN’s Intake Coordinator, participated in the event for TPAPN on 4/10.
- Attending the BON’s regularly scheduled Board of Director’s Business Meeting on 4/17.
- Receiving approval from the Texas Nurses Foundation BOD for: TPAPN’s draft FY 2009 strategic plan, including revisions to TPAPN’s mission, vision and philosophy and its draft FY 2009 budget with a projected deficit of \$94,208.
- Exhibiting at the TNA’s House of Delegates conference in Austin Texas.
- Holding the TPAPN’s spring advocate and faculty liaison workshop 4/25 – 4/26 in Austin.
- Meeting with the Advocate Committee for a regularly scheduled business
- Conferring with Greg Skipper, MD, Director of the Alabama Physician Health Program regarding Ethyl Glucuronide (EtG) testing policies for TPAPN during the Federation of Physician State Health Program’s conference in San Antonio on 4/30.
- Hosting a presentation by representatives of Archway Treatment Center in Kerrville on 5/9 for staff.
- Being appointed to the Chemical Dependency Program Review Committee of the National Council of State Boards of Nursing (NCSBN) as an External Member. The appointment is for a one year term, at the NCSBN’s Delegate Assembly, August 2009.
- Presenting a poster presentation on a “Survey of Alternative to Discipline Programs” with Phyllis Tipton, PhD, RN at the Second Annual Family Practice Research conference held in Waco on 5/13.
- Attending a webinar demonstration of the online services provided by FirstLab, Inc., a third party administrator of drug testing services on 5/27.

WHAT REQUESTS OF THE BON DOES TPAPN HAVE?

- **TPAPN has no requests of the BON at this time.**
-

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 substance abuse, substance dependency and/or certain psychiatric disorders (3rd party referrals) and who have been approved by the BON for participation in TPAPN. TPAPN also provides its monitoring and assistance services to nurses who have self-referred to TPAPN (without 3rd party report of practice concerns) as well as for those nurses required to participate under licensure action (“board order”). TPAPN began operations on March 1, 1987 as an approved peer assistance under Chapter 467 of the Texas Health and Safety Code.

TPAPN helps nurses establish and document good recovery and safe nursing practice through strict monitoring of treatment, rehabilitation and nursing practice. Since 1987 over 3,300 nurses have successfully completed their participation agreement. TPAPN provides 24 hours a day, 7 days a week, assistance services for nurses who otherwise may not have sought or been given assistance.

TPAPN adheres to a philosophy of providing an opportunity for recovery combined with protecting the public from unsafe nursing practice. Nurses who have substance use disorders or certain psychiatric disorders should be offered the opportunity for education, treatment, and recovery. This belief is based on the fact that recovery from substance use disorders and certain psychiatric disorders is possible and that the return of nurses to safe nursing practice is in the best interest of the profession and society

MISSION:

- 1) Offer nurses life-renewing opportunities for recovery from substance use disorders and certain psychiatric disorders;
- 2) Return nurses back to nursing practice;
- 3) Protect the public; and
- 4) Promote professional accountability.