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Professional Assistance Program (PAP)

Mission

- To Protect the Public and Support the Professional in Recovery
- Voluntary and Confidential
- PAP is available to members of 51 of the 54 professions licensed by New York State Department of Education
 - excluding Physicians, Physician Assistants (PA) and Specialist Assistants (SA) as they have their own program with DOH, attorney's also have a similar program

IMMUNITY GRANTED BY PAP

Section 6509. Professional Misconduct

(3) Practicing the profession while the ability to practice is impaired by alcohol, drugs, physical disability , or mental disability.

IMMUNITY GRANTED BY PAP

Section 6509. Professional Misconduct

(4) Being habitually drunk or being dependent on, or a habitual user of, narcotics, barbiturates, amphetamines, hallucinogens, or other drugs having similar effects.

What is the Extent of the Problem?

- Around 10% to 15% of the Health Care population has experienced drug/ETOH addiction/abuse (SAMHSA 2013).
- 1 in 10 to 1 in 5 RNs may suffer from substance dependence or abuse issues (Starr, 2015).
- Research suggests that prevalence of nurses with substance use problems is similar to that seen in the general population (Monroe, 2009).

PROGRAM ADVANTAGES

TO THE PARTICIPANT

- Expert Advice
- Referrals
- Structured recovery plan
- Immunity from 2 charges of misconduct
- Confidential
- Voluntary
- Involves surrendering professional license

TO THE STATE

- Immediate license surrender-which protects the public
- Thorough treatment plan
- Rigorous monitoring
- Strict practice conditions
- Return a trained professional to practice

Two PAP Tracks

PRISM

- Name for traditional PAP Track
- Requires immediate surrender of license
- For all licensed professions except Physicians, PA's and SA's
- The majority of clients are admitted into this track

Nurse to Nurse (N2N)

- No interruption of practice if no threat to the public and does not require surrender of license
- Must have a significant amount of time in recovery
- These clients not appropriate for the traditional track
- For RN, LPN, NP
- For any drug problem-not just addiction

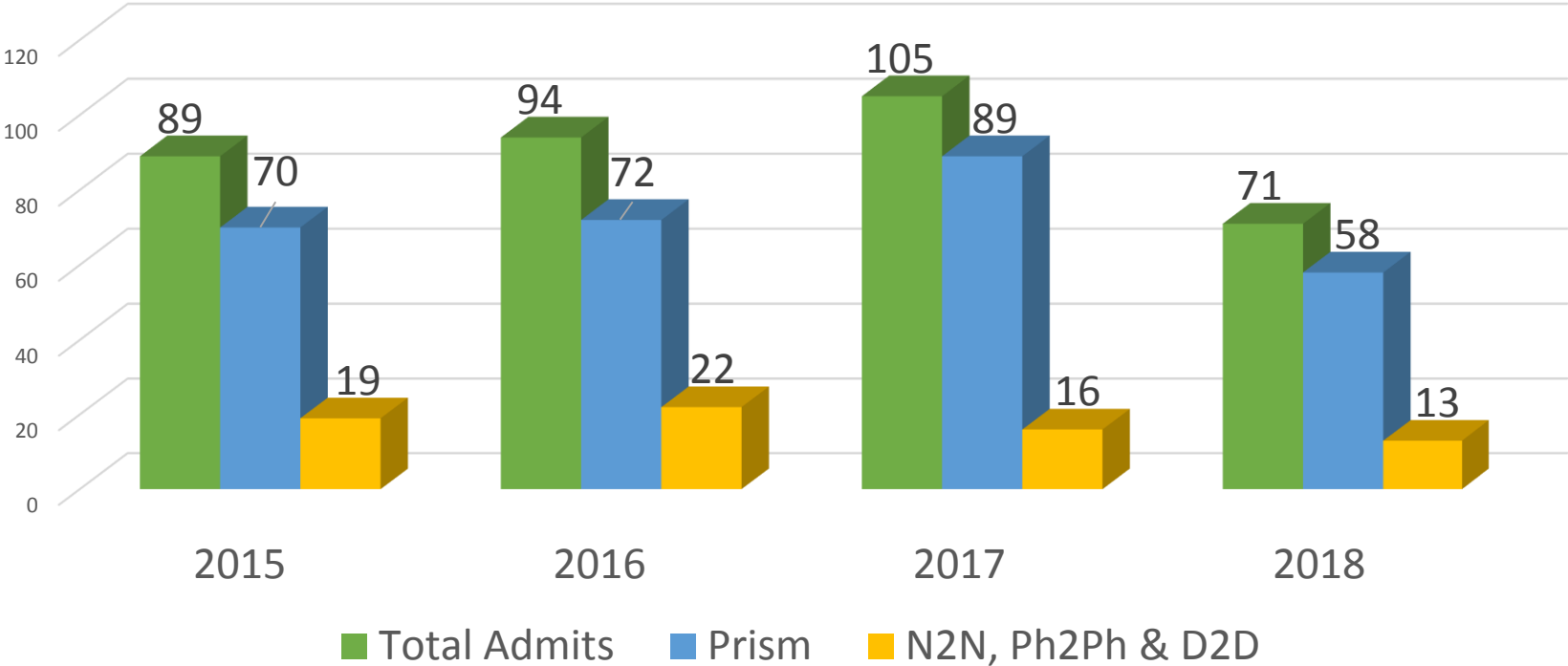
Also available for Dentist2Dentist (D2D) and Pharmacist2Pharmacist (Ph2Ph)

Committee for Professional Assistance

- Members appointed by the Board of Regents
- 3- member panels
- State Board Member sits ex-officio
- Decisions by 2/3rds vote

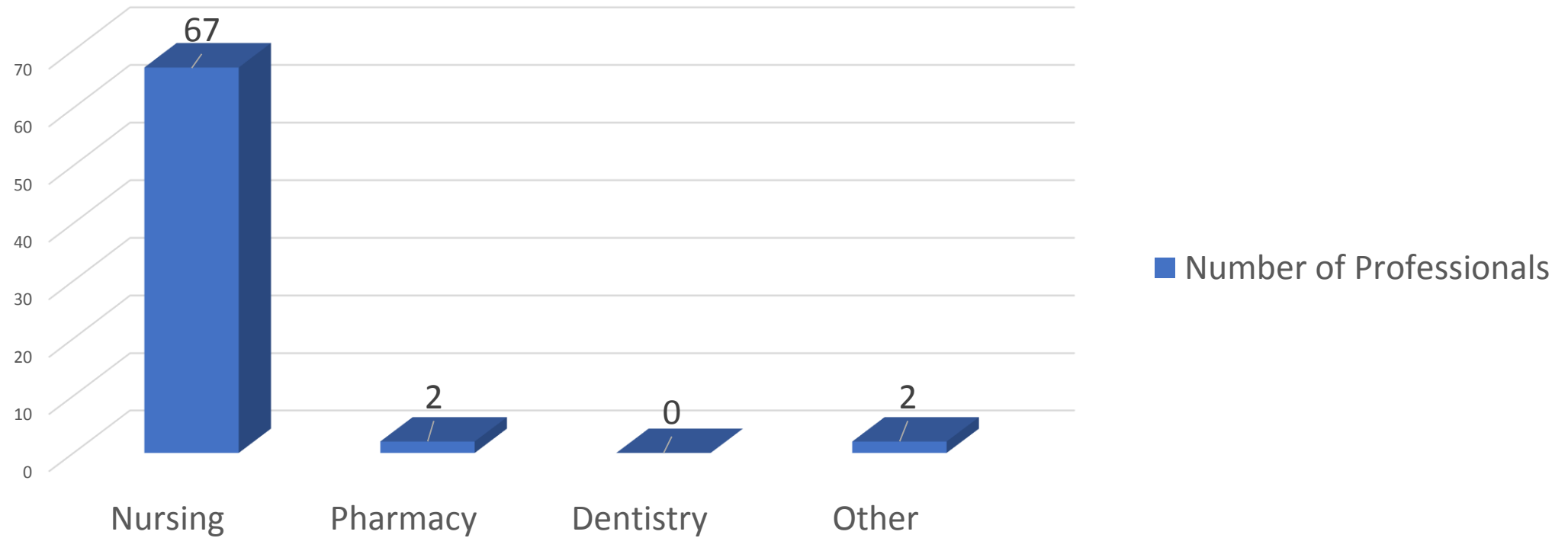
Total Admits by Year

2015-2018 PAP Statistics



Professional Admissions in PAP

2018- Professional Admissions in the PAP



Statewide Peer Assistance for Nurses (SPAN)

- Non-profit agency offering advocacy to nurses (LPN, RN and NP) with substance abuse.
- PAP and SPAN collaborate together to help the participant successfully complete the PAP program.
- SPAN offers support groups to participants in order to discuss issues, and gather advice.
- SPAN helps the participant develop their recovery plan.

Outreach

- Outreach will include conventions/conferences, health care providers, and education providers that would benefit from knowing about the program.

Where are We Heading?

- Increase the number of professionals who take advantage of the PAP with increased outreach efforts.
- Update and streamline client data with an outside medical management/case management system.
 - Currently working on RFP's for new system
 - Help reduce time and human error
 - Help improve keeping track of statistics and evaluating the monitoring program