EMPLOYEMENT IMPLICATIONS FOR NURSES GOING THROUGH PEER ASSISTANCE PROGRAMS

Presented by

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OBJECTIVES

❖ At the end of the presentation, the learner will be able to estimate the prevalence of chemical dependency among nurse and at least three risk factors of chemical dependency among nurses

❖ At the end of the presentation, the learner will be able to list at least three themes related to employment implications identified by nurses going through peer assistance programs.

TARGET AUDIENCE

The target audience for this presentation is all nurses and other members of the interdisciplinary healthcare team who need to understand the employment challenges facing nurses who are chemically impaired and going through peer assistance programs.

INTRODUCTION

❖ chemical dependency ranges from 10% - 15%

❖ Nurses have 50% higher rates of substance abuse

❖ 1 in 7 remain at risk for chemical dependency.

INTRODUCTION

❖ 68% - 90% of disciplinary actions by BON's related to chemical dependency

❖ Co-morbid psych conditions

❖ Relapse first 2 years of rehab

SIGNIFICANCE

considered a vulnerable population

cost of an incidence of replacing a nurse:
- ❖ $22, 000 to over $64, 000

2014 national expenditure on mental health and substance abuse:
- ❖ $239 billion. In this report,

SIGNIFICANCE

❖ Suicide related to substance abuse and mental health

  ❖ 10th leading cause of death in the United States

❖ Only 2.5 million received treatment (SAMHSA, 2007)

BACKGROUND

❖In 2006, 23.6 million persons aged 12 or older were candidates for treatment of alcohol and drug problems

❖In 2012 alone, approximately 6,500 RN's received disciplinary action
- license probation,
- revocation, or
- suspension

BACKGROUND

❖ Signs and symptoms of chemical dependency (Monroe & Kenaga, 2010)

❖ Stigmatization of mental illness and substance abuse disorders (Evans-Lock, Brohan, Mojtabai, & Thornicroft, 2012)

❖ Alternative programs higher retention rates compared to disciplinary programs (Roche, 2007).

BACKGROUND

Psychiatric comorbidities influence substance abuse in many ways. (Domino et al., 2005)

The role of personality types as predictors for relapse in chemical dependency rehabilitation programs (Angres, Bologeorges, & Chou, 2013)

PURPOSE

The purpose of this study was to highlight the lived experiences and employment implications experienced by chemically impaired nurses who are going through peer assistance programs.

METHODS

❖ Phenomenological study

❖ Tools

- Did not find a tool that addressed my areas of concern
- Developed a questionnaire that contained nine questions
- The 9 open ended questions
- Demographic data sheet

INCLUSION CRITERIA

Inclusion criteria were as follows:

1) An active member of the Texas Peer Assistance Program for Nurses (TPAPN).

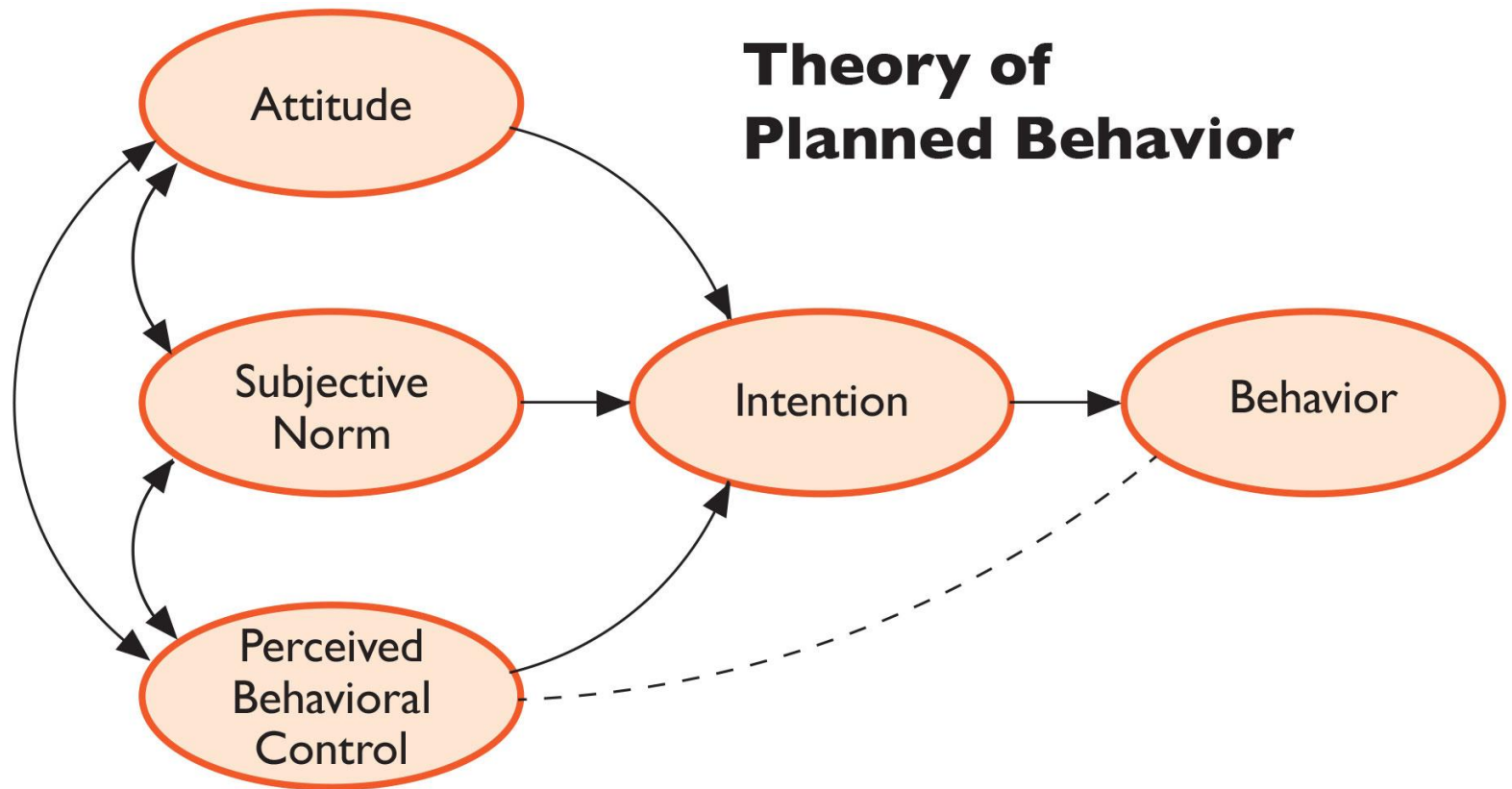2) Able to read and write English proficiently.

3) At least 18 years of age.

METHODS

❖ Procedures
1. Recruitment
2. Token of appreciation
3. Informed consent
4. IRB approval

❖ 10 nurses participated

❖ Four men, six women

THEORETICAL FRAMEWORK

Theory of Planned Behavior

Attitude

Subjective Norm

Perceived Behavioral Control

Intention

Behavior

DATA ANALYSIS

❖ Questionnaires were transcribed verbatim.

❖ Responses entered into QSR XSight 2 software for qualitative data analysis.

❖ Emerging themes were grouped together that showed similarities in the content of the data collected.

❖ Themes further analyzed and clustered using inductive thematic analysis.

RESULTS

Age

ranged from 26 to 55 years old.

Sex
- ❖ 60% female
- ❖ 40% male

Race
- ❖ 100% non-Hispanic white

Employment Status
- ❖ 70% Employed
- ❖ 30% unemployed- 2actively searching; 1 license suspended

.

RESULTS

Educational Level

- ❖ 50% had bachelor's degree,
- ❖ 20% had Associate's degrees,
- ❖ 10% had master's degree, and
- ❖ 10% Diploma in Nursing

RESULTS

Four themes emerged from the qualitative data analysis:

- ❖ stress from restrictions,
- ❖ guilt and shame,
- ❖ gratitude for being caught, and
- ❖ keeping up with recovery.

CONCLUSION

❖ one of the most sensitive issues of our time.

❖ Six out of the ten participants in the study indicated that they had problems with substance abuse prior to becoming nurses.

❖ relapsed after entering the nursing profession. concerned about the legal implications for their dependency and dread losing employment any time

❖ financial responsibilities that they are not able to take care of

❖ contributing to the stress of the disease process.

RECOMMENDATIONS FOR FURTHER RESEARCH

Predictors of Relapse

❖ Self- efficacy

❖ Resilience

❖ Religiosity

Nurse Managers and Case Manager Roles

❖ Qualitative studies

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Questions