NURSE MONITORING PROGRAM
FREQUENTLY ASKED QUESTIONS (FAQs)

1. **What is the Nurse Monitoring Program?**

   The Nurse Monitoring Program (NMP) is a program managed by the board staff that provides the framework and guidelines necessary to promote safe and competent nursing practice. The ultimate goals of the NMP are to:

   - Provide a clear structure for nurses and CNAs with substance use disorders (SUDs) to seek recovery while retaining the ability to practice;
   - Provide monitoring and structure for nurses and CNAs with mental health and practice safety issues to seek professional help and further education and training while retaining the ability to practice;
   - Outline the specific behaviors required that will demonstrate the nurse’s or CNA’s commitment to recovery, continuing education and patient safety;
   - Promote accountability of the nurse or CNA with a substance use disorder, mental health or practice safety issue to self, to the Board, and to the public;
   - Allow WSBN to be directly accountable and transparent in its mission to protect the public through regulation of nursing practice.

2. **Why do I have to enroll in the NMP?**

   If You are required to enroll in the NMP it is because, in order for You to continue to practice nursing in the State of Wyoming, the Board has determined one or more of the following:

   - That You need monitoring, including random drug screens, for a substance abuse disorder (SUD) that has been diagnosed by a third party addiction specialist or mental health professional;
   - That Your ability to practice safely requires further mental health counseling including, potentially, counseling regarding boundary issues; or
   - That You require additional training and education in one or more areas of nursing practice, which may include the use of a peer review committee.
3. **How long will I be monitored under the NMP?**

   The monitoring period will vary according to the individual. However, the typical length of monitoring is thirty-six (36) to sixty (60) months. The board order will specify the length of time You are to be monitored in the NMP.

4. **What is required under the NMP?**

   - If You are being monitored for a substance use disorder (SUD) please review the “SUD Monitoring Agreement” at https://nursing-online.state.wy.us/Resources/SUD%20MonitoringAgreement%20draft%204-10-2012.pdf for an explanation of the terms and conditions of the program.

   - If You are being monitored for mental health or practice safety issues, but not for a substance use disorder, please review the “Non-SUD Monitoring Agreement” at https://nursing-online.state.wy.us/Resources/Non-SUD%20Monitoring_Agreement%20draft%204-5-2012.pdf for an explanation of those terms and conditions.

5. **What are the costs associated with being in the NMP?**

   The Board does not charge a nurse or CNA to be enrolled in the NMP but there are costs associated with being in the NMP:

   - Random urine drug screens cost approximately $58 to $105 per test, or more, depending upon the panel being tested and the collection fee charged by the testing facility.

   - A hair test costs approximately $300 or more depending upon the panel being tested.

   - Substance abuse evaluations (SAEs) can cost $200 or more depending upon the evaluator. Psychiatric/psychological evaluations, and further tests that may be required due to an individual’s history, can cost approximately $1,000 to $2,000.

   - Inpatient (residential) treatment or intensive outpatient (IOP) treatment or ongoing mental health counseling: costs vary and may be covered under health insurance plans. Most treatment facilities provide sliding scale alternatives based on income. Such additional treatment will be required under the NMP if recommended by the provider of any initial evaluation.

   - Caduceus meetings (peer network support for healthcare professionals) ask for a nominal donation. On-line Caduceus meetings charge approximately $15 per month. Participation in Caduceus meetings is required for individuals with a substance use disorder (SUD).
Participation in on-line Caduceus meetings is optional if there is not a local, approved peer network meeting near Your location.

- 12-step meetings ask for donations from those attending the meetings, though there is generally not a set fee for attending these meetings.

6. **What is Certatrust Monitoring Systems?**

Certatrust Monitoring Systems (Certatrust) ([www.certatrust.com](http://www.certatrust.com)) is a third-party entity that works with the NMP and is responsible for managing the random drug screens, maintaining and providing notification of drug screen results, and locating facilities where drug screens can be taken.

7. **Where will I have to go to take drug tests?**

Certatrust Monitoring Systems (Certatrust)(www.certatrust.com) is a third-party entity that is responsible for managing the random drug screens. Certatrust will locate a testing facility that is near Your home where You can test.

8. **How do I know if I have to take a drug test on any given day?**

If You are participating in the NMP as a result of a substance use disorder (SUD), You will be required to call or log-in on a daily basis to Certatrust Monitoring Systems (Certatrust) ([www.certatrust.com](http://www.certatrust.com)). After calling or logging on, You will be notified whether You have to test that day. All drug tests have to be completed on the day scheduled and You are responsible for paying for all drug tests.

9. **What happens if I am required to take a drug test while I am traveling or on vacation?**

If You are required to provide a random urine drug screen while out of town, Certatrust Monitoring Systems (Certatrust) ([www.certatrust.com](http://www.certatrust.com)) can work with You in advance to locate a testing facility near Your location so You will not miss a test. Simply being on vacation will not allow testing to be excused. It is Your responsibility to notify the NMP that You will be traveling and need the locations of testing facilities.

In the event You are traveling out of the country and are precluded from testing, the NMP may require a hair test to be completed upon Your return. A hair test can cost approximately $300 or more.

10. **Can a required drug test be missed or excused for any reason?**

Generally, a missed drug screen will not be excused for any reason, including travel or vacation. If an emergency situation arises that makes testing impossible, notify the NMP Manger as soon as possible. A determination to excuse drug testing will be made on a case by case basis; further
information/documentation may need to be provided to the NMP regarding any missed or excused test.

11. Can 12-step meetings and/or peer network group meetings be waived while out of town?

Requirements to attend 12-step meetings or peer network meetings cannot be waived under the NMP. 12-step meetings are held all over the country at multiple different times and venues. It is the participant’s obligation to comply with all parts of the contract for the entire duration of the contract. Meetings that are missed will be noted in Your file. It is encouraged that additional meetings be attended in order to make up for any missed meetings, as this will demonstrate an effort to maintain compliance with NMP requirements.

12. Can 12-step meetings or peer network meetings be attended on-line?

12-step meetings cannot be attended on-line. These meetings must be attended in person, with proof of attendance being shown by completing the “12-Step Monthly Log” (available at https://nursing-online.state.wy.us/Resources/12%20Step%20Log.pdf). This log is completed by obtaining a signature and phone number of a sponsor or meeting leader. The NMP respects the anonymity of other 12-step participants.

Caduceus meetings are one type of healthcare professional peer network meeting and are available for attendance on-line. There is a fee for on-line attendance at these meetings. Caduceus meetings can also be attended in person, locations and times are available for review on the NMP webpage at https://nursing-online.state.wy.us/Resources/Caduceus%20Meetings%202-16-2012.pdf. Though personal attendance at these meetings is encouraged, if there is not a Caduceus meeting near You, contact the NMP Manager for further information about enrollment in on-line Caduceus meetings.

13. What happens if my drug screen comes back positive or dilute?

If Your drug screen results come back as being positive for any substance tested or indicate a dilute result, the lab results are submitted to a medical review officer (MRO) for further analysis and review. This additional review will cost You $65.00 and further disciplinary action may result depending upon the MRO’s conclusions. If a urine drug screen indicates relapse, the Board will take steps to suspend Your license to practice.

14. Can I take medications while undergoing drug testing in the NMP?

If You are in the NMP for a substance use disorder (SUD) You can continue to take medications as prescribed by a physician who is aware of Your SUD, as well as over the counter medications as needed. You must disclose to the NMP any mood-altering or other controlled substances that are obtained over the counter.
or are being prescribed to You. You must also provide to the NMP documentation of the prescription and the reason the medication is being taken. Your provider must be aware of Your participation in the NMP before a prescription for a controlled substance is obtained. A medication log is required to be signed and submitted to the NMP by Your prescribing provider verifying what medications have been prescribed to You.

15. **What if the medication I am taking causes a positive drug test result?**

If You are taking medications which result in a positive drug test, the lab results will be submitted to a medical review officer (MRO) for further analysis and review. This additional review is at a cost of $65.00 to You. Any information that the NMP has regarding prescription or over the counter medications being taken will be provided to the MRO in order to confirm that the medications are being taken as prescribed. If the MRO determines that the medications are being taken as prescribed the positive drug test will not result in further disciplinary action. Subsequent positive drug tests that result from the same prescribed medication will not need to be reviewed again unless circumstances warrant further analysis.

You need to review the *Talbott Recovery Medication Guide* ([http://www.talbottcampus.com/index.php/medication-guide/](http://www.talbottcampus.com/index.php/medication-guide/)) for an explanation of various substances, including over the counter substances and medications, which can result in a positive drug test and should be avoided, if possible, while in the NMP.

16. **Can my NMP monitoring conditions be changed or reduced?**

You can request, in writing, for changes to be made to Your monitoring contract, including a reduction in conditions, at any time. The Board needs to see demonstration of a period of compliance with the current conditions before considering modifications. Requests to modify or change monitoring conditions are reviewed by the NMP Manager and forwarded to the Board for consideration, as needed.

Conditions may also be gradually decreased after twelve (12) months of full compliance and/or receipt of evidence of other recovery parameters justifying modification of any condition.

17. **What if I can no longer continue to afford to pay for drug testing under the NMP?**

The inability to pay for required drug testing under the NMP will not excuse a missed test. An unexcused missed test is treated as a positive result and could result in further disciplinary action. Your ability to remain in practice depends upon Your willingness to comply with ALL elements of the contract.
18. **What if I cannot afford to pay for a substance abuse evaluation (SAE) or psychiatric/psychological evaluation that is required under the NMP?**

The inability to pay for a required psychological or psychiatric evaluation will not excuse the failure to obtain the evaluation. Many providers consider alternate payment arrangements. However, any provider must be approved to conduct the evaluation by the WSBN in advance. Your ability to remain in practice depends upon Your willingness to comply with ALL elements of the contract.

19. **If I am not working in the healthcare field as a nurse or CNA do I still need a work site monitor?**

If You are working in a non-healthcare related field while in the NMP You may still need a work site monitor in place. Whether a work site monitor is necessary for any given job is determined on a case by case basis; with factors such as, access to controlled substances or other medications, or whether the environment could lead to relapse, being considered. Your performance in any employment situation provides information on Your recovery and is considered by the NMP Manager and the Board. It is important to keep the NMP informed as to Your current job status.

20. **Who do I contact for more information about the NMP?**

For more information about the NMP please contact the NMP Manager at 307-777-7616 or [wsbn.nursemonitoring@wyo.gov](mailto:wsbn.nursemonitoring@wyo.gov).