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

The Nurse Monitoring Program (NMP) is a program operated within the Wyoming State Board of Nursing (WSBN) that is intended to provide the framework and guidelines that will promote competent nursing practice and patient safety. 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 licensure as a professional nurse or CNA;

- Provide monitoring and guidance for nurses and CNAs with mental health concerns, and practice safety issues to seek help and further education and training while retaining licensure as a professional nurse or CNA;

- 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 concern 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 WSBN 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 found to exist by an outside addiction specialist or mental health professional;

- That Your professional practice would benefit from further mental health counseling including, potentially, counseling regarding boundary issues;

- 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; or

- That an aspect of Your nurse or nursing assistant practice requires monitoring or review by a worksite practice monitor or peer review professional.

3. **How long will I be monitored under the NMP?**

The monitoring period will vary according the particular nurse’s or CNA’s case. Your 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 NMP Handbook” on the NMP webpage at [https://nursing-online.state.wy.us/Default.aspx?page=38](https://nursing-online.state.wy.us/Default.aspx?page=38) for an example of the terms and conditions of the program.
· Please contact the NMP Manager for more information about monitoring requirements for mental health, education, worksite practice or peer review monitoring.

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

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 from $58 to $105 per test, or more, depending upon the panel being tested PLUS 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 or psychological evaluations, and further tests that may be required due to an individual’s history, can cost approximately $1,500 to $2,000.
- Inpatient (residential) treatment or intensive outpatient (IOP) 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. Online Caduceus meetings charge approximately $25 per month. Participation in Caduceus meetings is required for individuals with a substance use disorder (SUD).
- Some 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 are the costs associated with being in the NMP for Mental Health monitoring?**

- The cost of required mental health evaluations such as a psychiatric or psychological evaluation depends upon the provider and can run $1,500 to $2,000.
- Inpatient (residential) treatment or intensive outpatient (IOP) 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.

7. **What are the costs associated with being in the NMP for Education Monitoring?**

Payment for any required additional training or coursework. Costs can range from $30 for a single on-line course to hundreds of dollars for a required refresher course.

8. **What are the costs associated with being in the NMP for Worksite Practice or Peer Review Monitoring?**

Payment for the services of a peer review professional(s) to review charts and provide reports to the NMP.

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

Certatrust Monitoring Systems (Certatrust)(www.certatrust.com) is a third-party entity that works in conjunction with the NMP and is responsible for managing the random drug screens, maintaining drug screen results, and locating facilities where drug screens can be taken.
10. **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, You will be required to call or log-in on a daily basis to Certatrust Monitoring Systems (Certatrust) (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 take a drug test while out of town, Certatrust Monitoring Systems (Certatrust)(www.certatrust.com) can locate and provide the address of 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 or other situation arises that makes testing impossible or unfeasible, notify the NMP as soon as possible and explain the situation to the NMP Manager. 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. 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.

Caduceus meetings are one type of 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 $40.00 and further disciplinary action may result depending upon the MRO’s conclusions.

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

If You are in the NMP for a substance use disorder You can continue to take medications as prescribed by a physician as well as over the counter medications as needed. Certain controlled substances and over-the-counter medications require a MEDICATION VERIFICATION FORM to be completed and signed by Your provider and submitted to the NMP. The NMP utilizes the Talbott Recovery Medication Guide as a reference for which substances require submission of a MEDICATION VERIFICATION FORM by a provider. Those substances listed in Class A or B of the Talbott Recovery Medication Guide include both prescribed and OTC medications and cannot be taken without being under a provider’s care and require submission of the “Medication Verification Form” to inform the NMP of Your taking the substance.

The completed and signed MEDICATION VERIFICATION FORM must be submitted to the NMP before the medication is taken.

The NMP may obtain Your prescription drug profile from the Wyoming State Board of Pharmacy. If You use a pharmacy in another state, You may be requested to self-request Your own pharmacy profile from that state and provide a copy to the NMP.

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 $40.00 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 be reviewed unless circumstances warrant further analysis.

You are encouraged to review the Talbott Recovery Medication Guide (http://www.talbottcampus.com/index.php/medication-guide/) for an explanation of various substances, including over the counter substances and medications, that can result in a positive drug test and which 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. You are encouraged to demonstrate a period of compliance with the current conditions before requesting a change to conditions. All requests to modify or change monitoring conditions are reviewed by the NMP Manager and forwarded to the Board for consideration.

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.

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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. Various providers may be contacted that may provide for payment arrangements to be made. However, any provider must be approved to conduct the evaluation by the WSBN in advance.

19. **What 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. 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.