

2016 Discipline Case Management Conference
Remediating Practice Breakdown: *Use of
Individualized Consultations*

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Snapshot of MN

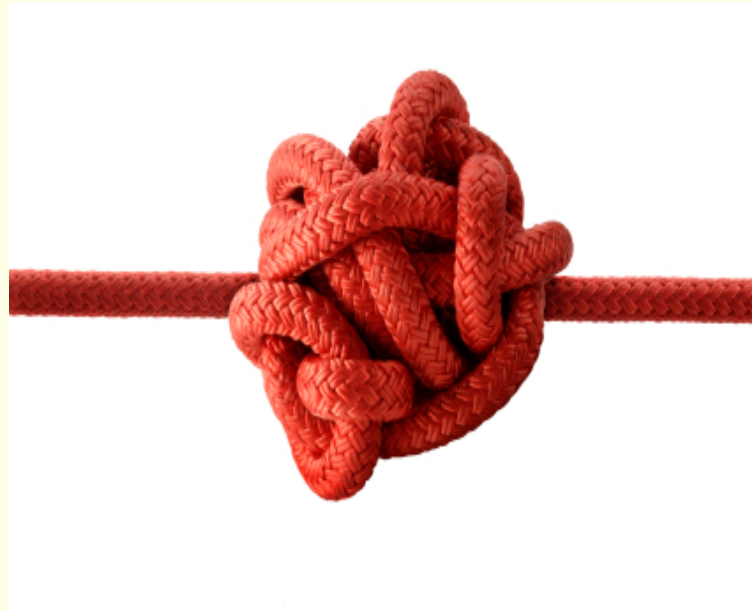
- Registered Nurses: 122,589
(Includes 7094 APRNs)
- Licensed Practical Nurses: 22,705
- Approximately 1500 complaints received in Fiscal Year 2015
 - 28% involve provision of care
 - 10% involve impaired practice

Snapshot of MN

- 30% of cases resulted in Disciplinary or Corrective Action
 - Over half of the actions removed the Licensee from practice, most often related to impairment
 - Approximately 10% of actions included requirements to remediate practice deficiencies

Untangling practice breakdown

What else is going on?



Individualized Consultations

- May be used with, or instead of, Continuing Education. May also incorporate use of NCSBN videos or simulation exercises.
- The Licensee's order will indicate the topic(s) to be addressed in the consultation and the minimum number of hours of consultation.

Individualized Consultations

- Board will provide a list of potential consultants and criteria for pre-approval.
- Licensee contacts the consultant, obtains information for pre-approval, and pays for the consultation.

Individualized Consultations

- Consultant provides a report to the Board.
- Licensee provides the Board with a demonstration of learning, typically by a written report.
 - Licensee may be required to discuss or review the report with the consultant or nurse manager prior to submission to the Board.
 - May require development of policies or procedures.

Practice breakdown appropriate for individualized consultations

- Knowledge deficits
 - Overprescribing/Management of Chronic Pain
 - Reporting of maltreatment
- Gap between knowledge and application of knowledge
 - Critical thinking

Practice breakdown appropriate for individualized consultations

- Minor boundary issues
- Social Media
- HIPAA
- Interpersonal communication
 - Professionalism
 - Cultural norms
 - Impact of body language
- Setting specific concerns
 - Home care; Assisted Living; Schools

Benefits of Individualized Consultations

- Instruction tailored to Licensee's needs.
- Opportunity for dialogue, immediate feedback, modification of teaching plan.
- Greater opportunity for Licensee to express his/her understanding of the issues (prior to and after instruction).
- More flexible scheduling (potentially).

Drawbacks of Individualized Consultations

- Appropriate consultant may be difficult to locate
 - Geographic location
 - Necessary expertise, particularly for APRNs
- Quality of consultants
- Cost

Does it work?

- Difficult to know for certain
- Few “repeaters”
 - Exception: Suspected diversion
- Comments from Licensees and Consultants

Questions?

