

Snapshot of MN

- ! Registered Nurses: 122,589

 - (Includes 7094 APRNs)

- ! Licensed Practical Nurses: 22,705

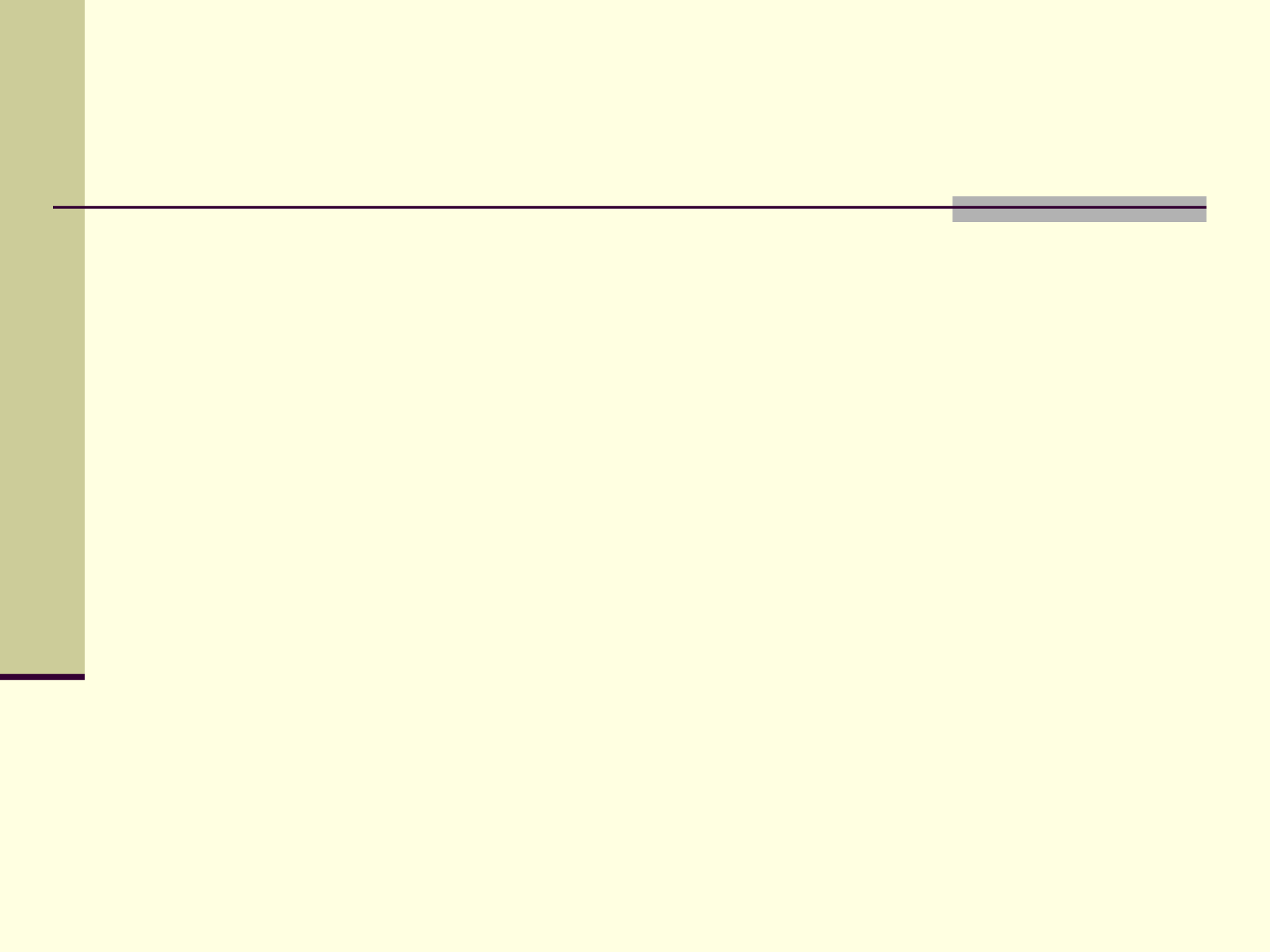
- ! Approximately 1500 complaints received in Fiscal Year 2015

 - ! 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



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)

Individualized Consultations

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

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

Does it work?

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

