



For Prospective Employers and Supervisors

The Nursing Peer Health Assistance Program/Nurse Alternative to Discipline Program at Peer Assistance Services (PAS) provides comprehensive services to RNs and LPNs who may be experiencing physical, emotional, psychological, substance use/abuse problems or other personal issues. We work with nurses in order to ensure safety to practice and support them in rehabilitation through monitoring.

At Peer Assistance Services we believe:

- Monitoring leads to safe nursing practice
 - Our nurses prove safety to practice by following a comprehensive Rehabilitation Contract which may include: random drug/alcohol testing, attendance at 12 Step Meetings, attendance at Peer Support Groups, work place supervision, and participation in ongoing treatment and therapy.
- Monitoring leads to a successful career in nursing
 - Our nurses regularly receive praise from employers and supervisors for being productive, efficient, and dedicated to the practice of nursing.
 - Our nurses have overcome obstacles and receive support in order to be successful in their rehabilitation and in their nursing careers.

Why hiring a PAS nurse is a safe option:

- PAS provides safeguards for employers through random drug/alcohol testing and practice restrictions such as narcotic administration, working excessive hours and working for more than one employer
- Our Case Managers are in regular contact with treatment providers and are notified if there is any risk to a nurse's practice. We immediately notify employers if it is determined a nurse is unsafe to practice
- PAS encourages nurses to join professional organizations, review academic nursing journals, and participate in continuing education credits.

The case management team at PAS is available to answer your questions about the program and to provide educational programs and consultation to management.