

Maryland Board of Nursing: Rehabilitation Program

The purpose of the Maryland Board of Nursing Rehabilitation program is to protect to the public from unsafe or impaired nursing practice. Nurses* with substance use disorder or mental health issues may be considered for participation a monitoring program as an alternative to discipline. Participation in the program can occur through self referral and report, complaints from employer, supervisor, co-worker, consumers or Board identification. Nurses* seeking admission in the program are screened to determine if they meet admission and eligibility requirements. Nurses* requesting to participate the program are ineligible if they have caused or engaged in a behavior that had the potential to cause patient harm or injury, have been arrested or convicted for diversion of controlled substances for sale or distribution or have been unsuccessfully discharged or expelled from an alternative to discipline program.

The nurse* agrees to enter a consent agreement (contract) with the program committee for assessment, professional treatment and monitoring including continued therapy, employment conditions and restrictions and relapse prevention. The program does not provide treatment, consultative or educational services. Consent agreements are usually five (5) years and provide evidence based restrictions on practice and employment, as well as frequent random drug screens. As the participant demonstrates success and compliance with recovery, monitoring restrictions are gradually relaxed, evolving to the full restoration of practice. Program records and the nurses' * participation in the program are confidential. Non-compliance with the consent agreement and requirements results in the nurse being referred to the Board for disciplinary proceedings.

All program information and records are purged/destroyed two years following the participant's discharge from the program.

***Participation in the rehabilitation program is open to certificate holders as well as nurses, but for the purpose of this document, the use of the term "nurse" includes certificate holders.**