

# Recognizing Impairment in the Workplace

**Presented by:** The Florida Professional Liability Self-Insurance Programs:

Francys C. Martin, Esq., LHRM

Beth W. Munz, Esq. CPHRM

Stephanie Gann, BS

Ryan Copenhaver

**Disclosure Statement:** Francys C. Martin, Esq., LHRM, Beth W. Munz, Esq. CPHRM, Stephanie Gann, BS, and Ryan Copenhaver have disclosed that they have no relevant financial relationships. No one else in a position to control content has any financial relationships to disclose.

**Requirements for Successful Completion:** This CME activity consists of an educational component (slides, audio/online lecture) which is followed by an online post-test. Certificates are awarded upon successful completion (80% proficiency) of the post-test. In order to receive credit, participants must view the presentation in its entirety.

**Release Date:** 12/01/2022

**Expiration Date:** 11/30/2024

**Target Audience:** Physicians, Specialty Physicians, Physician Assistants, Residents, Nurses, Pharmacists, Dentists, Dental Hygienists.

**Learning Objectives:** As a result of the participation in this activity, participants should be able to:

1. Identify risk factors and signs of impairment in the workplace
2. Analyze barriers to early identification of impairment in the workplace
3. Review behaviors that may indicate diversion of controlled substances
4. Understand regulatory mandates that govern discipline and treatment of impairment in the workplace
5. Know the essential steps to report or refer a practitioner who may be impaired
6. Understand employer initiatives aimed at prevention and early identification of impairment in the workplace

**CME Advisory Committee Disclosure:** Conflict of interest information for the CME Advisory Committee members can be found on the following website: <https://cme.ufl.edu/disclosure/>. All relevant financial relationships have been mitigated.

**Accreditation:** The University of Florida College of Medicine is accredited by the Accreditation Council for Continuing Medical Education (ACCME) to provide continuing medical education for physicians.

**Credit:** The University of Florida College of Medicine designates this enduring material for a maximum of 2 *AMA PRA Category 1 Credits™*. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

This 2-hour course has been approved by the Florida Board of Nursing as satisfying the Recognition of Impairment in the Workplace licensure renewal requirement.

**Contact:** If you have any questions please feel free to contact SIPHELP at (352) 273-7006 or at [SIPHELP@ad.ufl.edu](mailto:SIPHELP@ad.ufl.edu).

## **Bibliographic Sources:**

1. § 456.076 Florida Statutes – Impaired practitioner programs
2. § 458.331 Florida Statutes – Board of Medicine
3. § 464.018 Florida Statutes – Board of Nursing
4. The American Nurses Association (ANA)

5. American Medical Association (AMA): Code of Medical Ethics Opinion 9.3.1: Physician Health and Wellbeing and Code of Medical Ethics Opinion 9.3.2: Physician Responsibilities to Impaired Colleagues
6. The American Academy of Physician Assistants (AAPA): Ethical Conduct Guidelines includes a section on impairment
7. National Organization of Alternative Programs (NOAP) <http://www.alternativeprograms.org/>
8. Narcotics Anonymous (NA) <https://www.na.org/>
9. Alcoholics Anonymous (AA) [https://www.aa.org/pages/en\\_US](https://www.aa.org/pages/en_US)
10. Substance Abuse and Mental Health Services Administration SAMHSA <https://www.samhsa.gov/find-help/national-helpline> 1-800-662-HELP (4357)
11. The Intervention Project for Nurses (IPN)  
Contact Information:  
P.O. Box 49130 Jacksonville Beach, FL 32240-9130  
Toll Free: (800) 840-2720  
Telephone Number: (904) 270-1620  
FAX: (904) 270-1633  
Website: [IPNFL.org](http://IPNFL.org)
12. The Professionals Resource Network (PRN)  
Contact Information:  
P.O. Box 1020 Fernandina Beach, Florida 32035-1020  
Toll Free: (800) 888-8PRN (8776)  
Telephone Number: 904-277-8004  
Fax: 904-261-3996  
E-Mail: [admin@flprn.org](mailto:admin@flprn.org)  
Website: [FLPRN.org](http://FLPRN.org)

Website Resources:

[https://www.nursingcenter.com/cearticle?an=00152258-201705000-00009&Journal\\_ID=417221&Issue\\_ID=4087617](https://www.nursingcenter.com/cearticle?an=00152258-201705000-00009&Journal_ID=417221&Issue_ID=4087617)  
<https://wildirismedicaleducation.com/courses/fl-recognizing-impairment-in-the-workplace>  
<http://www.netce.com/coursecontent.php?courseid=1317>  
<https://www.aappublications.org/news/2018/11/28/law112818>  
<https://www.ama-assn.org/delivering-care/ethics/physician-responsibilities-impaired-colleagues>  
<https://www.aapa.org/wp-content/uploads/2017/02/16-EthicalConduct.pdf>  
<https://www.nursingworld.org/practice-policy/nursing-excellence/official-position-statements/id/substance-use-among-nurses-and-nursing-students/>  
<https://www.nursingworld.org/practice-policy/nursing-excellence/official-position-statements/id/abuse-of-prescription-drugs/>  
<https://flboardofmedicine.gov/help-center/does-the-department-have-assistance-programs-for-impaired-health-care-professionals/>  
<http://www.flprn.org/about>  
<https://www.addictioncenter.com/addiction/medical-professionals/>  
<https://www.ncbi.nlm.nih.gov/books/NBK507774/?report=printable>