



NPSNetwork
Nurses Peer Support Network

Minnesota Nurses Peer Support Network

Presentation to MNORN: August 13, 2024

NPSN Outreach Committee Member: John Crist, MHSA

NPSN Board Co-Chair, Carrie Kappel, RN, LADC

Objectives

1. Describe risks factors for the development of substance use and/or among nurses
2. Reflect on the role of shame and stigma within the profession of nursing that impact recovery for nurses with SUD
3. Understand the lived experience of a nurse with SUD.

Society's Image of Nursing



“Nurses remain **the most trusted profession**, with 78% of U.S. adults currently believing nurses have high honesty and ethical standards.”

--Brennan & Jones writing about Gallup Poll, January 2024

Nurses:

- Held to high standards by society
 - Are trusted and respected by the public
 - Experience professional and/or personal failure to meet these high expectations when SUD is diagnosed = SHAME & STIGMA
 - Prevalence rates of SUD for nurses:
 - Misuse opioids at rates higher than general pop.
 - Overall SUD prevalence nearly the same (6 to 10%)
- Trinkoff, Selby, Han, Baek, Steele, Edwin, Yoon, & Storr, (2022)

Risk Factors: Attitude and Access

--National Council on State Boards of Nursing, 2011

- Familiarity in administration of medications
- Negative attitude & behavior in nurses toward *patients* with SUD leads to perpetuation of professional *SHAME* and *STIGMA* when a nurse has SUD
- Administering drugs to others increases willingness to self-medicate
- Lack of institutional controls in storing and distributing narcotics (worksites vary)
- Critical care areas with easier access and increased risks



Risk Factors: Stress and Lack of Education

--National Council on State Boards of Nursing, 2011

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- Nurses are responsible for life and death situations - Dealing with trauma, emergencies, and losses
 - Work overload and burnout: Irregular/extended work hours, frequent shift changes, staffing difficulties
 - Lateral violence / bullying in nursing and underground culture of mistreatment of nurses with SUD
 - Avoidance / denial of one's own possible SUD
 - Fear of repercussions & reluctance to get treatment or to disclose SUD
 - Poorly educated about risks of SUD development in school



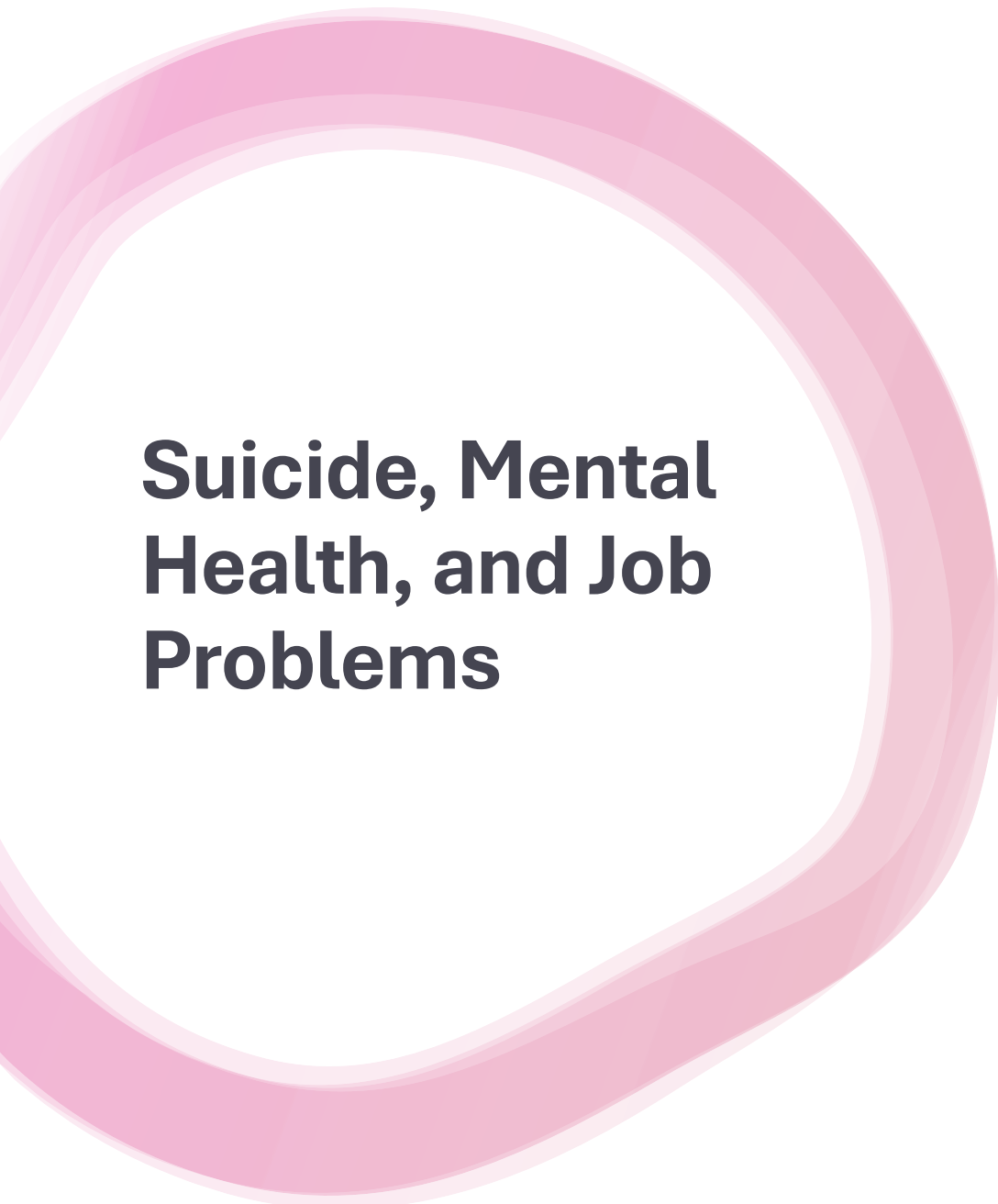
Consequences

- Patient safety
- Health of affected nurse
- Career of affected nurse
- Impact on nursing profession
- Impact on healthcare systems



<https://www.vecteezy.com/free-photos/patient-safety>>Patient Safety Stock photos by Vecteezy

Any diversion of medications is considered theft and subject to legal consequences!



Suicide, Mental Health, and Job Problems

- Concern has increased about rising suicide rates among nurses during and since the COVID pandemic
- Nurse suicide rates higher than the general population and have surpassed rates of physicians
- Strong link between suicide, substance use, mental health issues, and job problems for nurses

--(Choflet, Barnes, Zisook, Lee, Ayers, Koivula, Ye, Davidson, 2022)

--(Choflet, Davidson, Lee, Ye, Barnes, & Zisook, 2021)



NPSNetwork
Nurses Peer Support Network

Minnesota NPSN: Mission and Vision

Mission:

- Meaningful peer support for nurses with substance use disorder in a safe environment with the purpose of giving hope and healing to the individual nurse.
- Education and outreach about substance use disorder in nursing to promote safety to the public.

Vision:

- ALL Minnesota nurses will have access to community-based peer support for SUD in a confidential and caring environment.

<https://www.npsnetwork-mn.org/>

NPSN's 10-Year History



- Founded in 2014
 - Marie Manthey and small group of nurses, most in recovery from Substance Use Disorder (SUD)
- Started by offering peer support groups:
 - Initially, offered 1 in-person peer support group at St. Paul Recovery Church with 2 conveners in long-term recovery
 - Added peer support groups in Twin Cities, Duluth, Willmar, Rochester, St. Cloud
- COVID-19: Nearly all meetings moved to online format
- Current Support Groups Offered:
 - 11 *online* meetings / month
 - 2 *in-person* meetings (St. Paul and Duluth)
- Groups led by “Conveners:”
 - Nurses in recovery convene and facilitate the groups
 - Receive training in offering peer support
 - NOT therapists, leaders, or trusted servants; are NOT AA groups

NPSN Peer Support Groups

- 13 NPSN peer support group meetings now offered each month led by volunteer nurses in long-term recovery (online and in-person).
- Provide a safe forum to help nurses recover through support of other nurses in recovery:
 - Address shame and stigma
 - “Heal the healers”
 - Practice mutual respect and hope for recovery
 - Honestly face issues / concerns
 - Learn about self-care strategies and new ways of coping



Peer Support Group Monthly Attendance Totals: January 2024 to July 2024

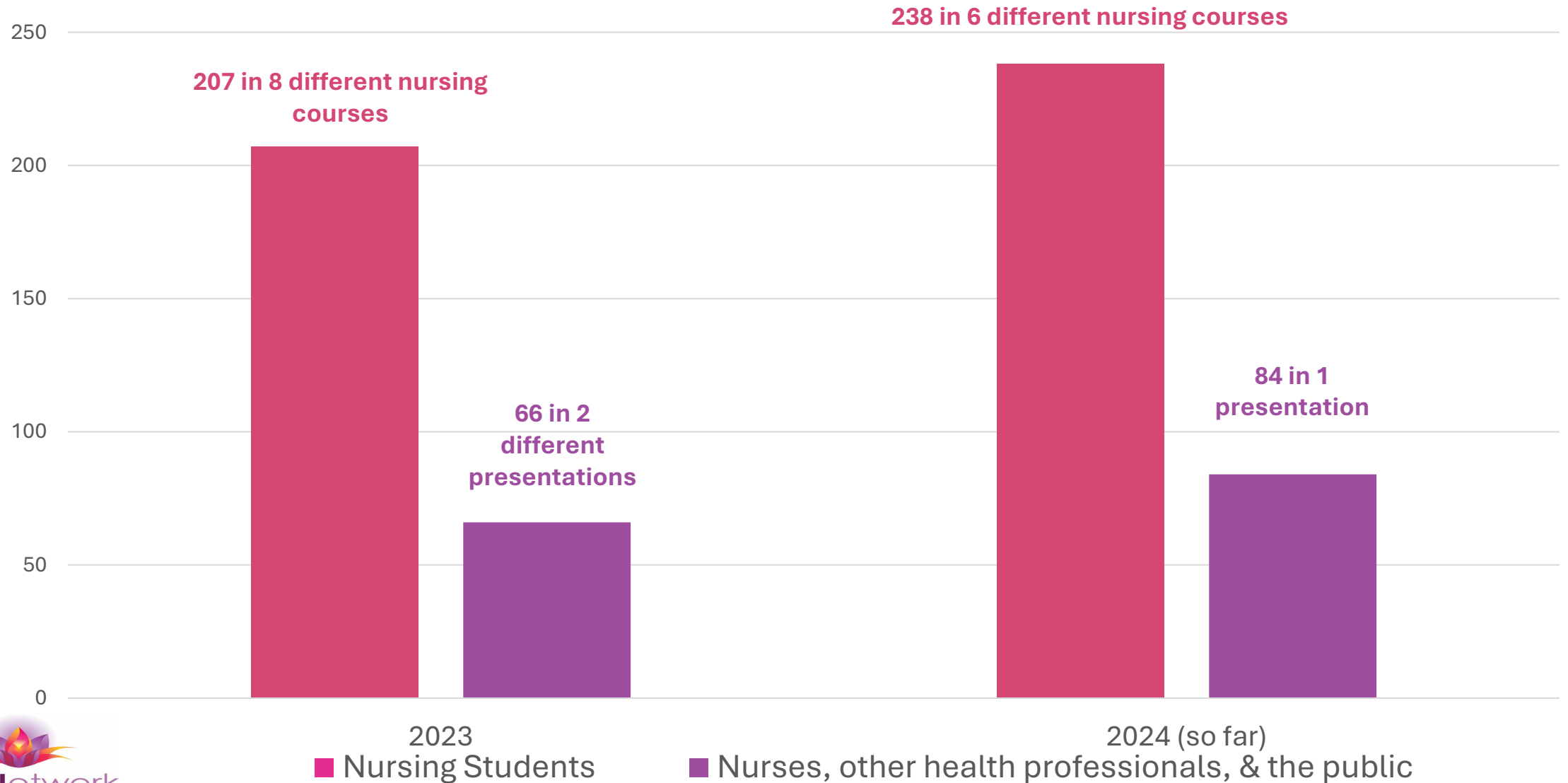
Totals for first 7 months of 2024 =
3,014 nurses

Average per month = 430 nurses



Month	# of Group Participants
January	525
February	437
March	404
April	407
May	379
June	408
July	454

Presentations about NPSN and SUD among Nurses





Our Next **Free**
CEU Event:
Hybrid
offering (zoom
or in person)

Evidence-Based Addiction Treatment: How Research Supports Use of the 12-Steps

*A Healthcare Multi-Professional
Continuing Education Event*

Presented By:

John Curtiss, Co-Founder/CEO/President, The Retreat
&
Dr. Marc J. Myer, MD, MBA

Thursday, September 12, 2024; 6:30 p.m. to 8 p.m.



In-Person

**In-Person & Virtual
The Retreat
1221 Wayzata Blvd E
Wayzata, MN 55391**



Virtual

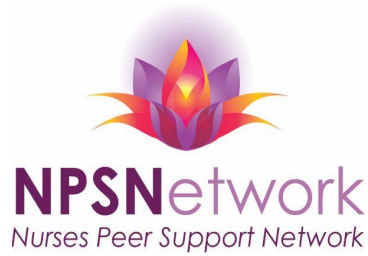


Nurses, Physicians,
LADCs, Social Workers
can receive 1.5 FREE
CEUs



ABOUT THE TRAINING:

Come join us at The Retreat for an enlightening event discussing the effectiveness of the 12-Step program in addiction treatment. Learn about the latest research supporting this approach and how it can benefit those struggling with addiction. Our expert speakers will delve into the science behind this time-tested method and provide insights on its practical application. Don't miss this opportunity to gain valuable knowledge and understanding on evidence-based addiction treatment!



NPSN Organizational Structure

Board of Directors:

Currently have 9 board members:

- 8 Nurses: 1 nurse attorney, 5 nurses hold doctorates, Many hold leadership positions in large Minnesota healthcare systems
- 1 Physician (ABAM Board certified in addiction medicine)
- 6 board members are in long-term recovery

ALL are active on at least 1 committee and contribute financially to NPSN

Committees:

1. **Executive Committee:** Co-chairs, Secretary, and Treasurer of the Board of Directors
2. **Education Committee:** Develops educational presentations (annual CEU event) and monitors literature on SUD
3. **Outreach Committee:** Manages the Speaker's Bureau, social media, and website. Reaches out to nurses and public to share about SUD among nurses
4. **Peer Support Committee:** Conveners meet quarterly to share support, challenges, and successes
5. **Fundraising Task Force:** Strategizes to improve funding for the organization

The bulk of the work of NPSN is done by volunteers. The part-time executive director is the only paid staff.



Program Highlights & Challenges

Highlights

- Tremendous growth in 10 years
- NPSN offers free CEUs to MN nurses about SUD among nurses
- Increased number of requests for presentations, especially from nursing schools
- Now engaged in a **national initiative** for states with peer support to collaborate and support each other

Challenges

- Nurses in Minnesota are **hurting**, and many are leaving the profession – we see a need to offer group peer support for **emotional and mental wellness** in addition to peer support for SUD recovery
- Increased needs for outreach, especially outside of the Metro
- Funding is always a challenge as we rely mostly on individual donations
- Additional volunteers needed to assist NPSN to do the important work of support to nurses with SUD and mental health challenges



One Nurse's Story

References

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