

Johns Hopkins Nursing



Nursing Professional  
Assistance Committee

Support,  
Advocacy,  
Safety.



JOHNS HOPKINS  
NURSING



## Who we are

A group of nurse peers with specialty training and knowledge who advocate for nurses where their performance is impacted by impairment.

## Why the NPAC was founded?

Nurses tend to see themselves as helpers, not the recipients of help and often deny a vulnerability to disorders such as substance abuse or psychological problems. It is estimated that one out of every ten nurses has a substance abuse or alcohol problem. Nurses who are challenged with these issues not only pose a threat to those they care for but have neglected caring for themselves. The Department of Nursing values patient safety and protection as well as preservation of our nurse resources. The Nurses Professional Assistance Committee was founded under the belief that all efforts should be made to identify impaired nurses and assist them in finding resources to stop the progression of the problems, pursue successful recovery and reclaim their careers through support, education, advocacy and referral.

## Its Mission

The primary mission of the NPAC is to maintain the safety of patients, while facilitating nurse's well being and rehabilitation as an alternative to discipline or dismissal when impairment or disability concerns are recognized. The Committee acts as an advocate for impaired nurses who follow its policies and recommendations and encourages referrals from the Johns Hopkins Hospital nursing community. The Department of Nursing of the Johns Hopkins Hospital established the Nursing Professional Assistance Committee (NPAC) to support nurses (RNs and LPNs) with behavioral, cognitive, emotional, physical or substance concerns that impede the performance and safe practice of nursing.

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## Charge of the Committee

**The Nursing Professional Assistance Committee has the following charge from the Department of Nursing:**

- Assist nurses who are referred to the NPAC through consultation, evaluation, and referral.
- Develop approaches for assessment and referral of nurses with performance concerns related to impairment in conjunction with Occupational Health Services and Faculty and Staff Assistance Program
- Receive and review information or complaints, and make recommendation for action to appropriate individuals or departments about nurses who do not self-refer but may be impaired.
- Advocate for those individuals who are in compliance with the committee's recommendation upon request.
- Develop and update written policies and procedures designed to assist nurses and nurse leaders in addressing performance issues related to impairment that may affect a staff member's skill, attitude or judgment.
- Provide education to practicing nurses and nursing leadership.

## Who is eligible for assistance?

All full- and part-time nurses (RNs and LPNs) employed by the Johns Hopkins Hospital.

## Contacting the committee

**You may reach the NPAC by calling 410-614-2961**

Your inquiry or report will be referred to a member of the committee for triaging. You may also contact individual members of the committee who will help you through the process. Reports of nurses with potential problems will be addressed while balancing concerns for all parties involved, including patients, the nurse in question, colleagues, and family members.

## Confidentiality

The NPAC treats each case with the utmost confidentiality, in keeping with JHH Nursing, HIPAA, safety and human resources policies and procedures.

## Issues for Which NPAC Can Provide Support

- Depression, anxiety and other mental health issues
- Alcohol, substance abuse and other addictions
- Grief and Loss
- Family and relationship difficulties
- Stress
- Adjusting to physical illness and disability
- Relapse prevention

**For additional information please call  
NPAC 410-614-2961**

