



**Voluntary
Disciplinary
Alternative
Program**

THE VOLUNTARY DISCIPLINARY ALTERNATIVE PROGRAM (VDAP)

offers nurses in the State of Alabama an alternative to discipline for issues relating to substance use, mental health, or physical ailments that may inhibit their ability to provide safe nursing care.

The Board has instituted an online application for eligible nurses to apply for VDAP, allowing them to protect the status of their licenses, while receiving the professional help they need to overcome disease or disability. If you or someone you know struggles with one of these conditions, please explore the VDAP program at <http://www.abn.alabama.gov/vdap/>.

SIGNS A NURSE MAY BE DIVERTING OR TAKING MEDICATIONS FROM WORK:

- **Inaccurate controlled substance counts**
- **Excessive medication wastage**
- **Reports from patients that they did not receive relief from pain when that nurse worked**
- **A higher number of documented medication administrations for a patient or patients than other nurses or shifts**
- **Numerous corrections to medication records**



LEARN MORE:

<http://www.abn.alabama.gov/vdap/>



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ALABAMA BOARD OF NURSING

RSA Plaza
770 Washington Avenue, Suite 250
Montgomery, AL 36104
Phone: 1-800-656-5318
or (334) 293-5200



WHY IS VDAP IMPORTANT?

Nurses who provide care to patients while impaired or otherwise practicing unsafely present a significant risk to public safety.

The American Nurses Association (ANA) estimates that 6-8% of nurses have experienced significant impaired performance due to the use of alcohol or drugs. Per the National Alliance on Mental Illness (NAMI): Approximately 4% of adults experience a serious mental illness in any given year that significantly interferes with or limits at least one life activity.

In 2010, the United States Census Bureau reported that about 56.7 million people, or 19% of the population, had a disability and that more than half reported it as severe.

SIGNS OF IMPAIRED NURSE PRACTICE MAY INCLUDE:

- **Confusion**
- **Attendance issues**
- **Excessive mistakes**
- **Alteration in normal appearance**
- **Absence from the unit for extended periods of time**
- **Inappropriate verbal or emotional responses**

DOES VDAP HELP NURSES?

Recent statistics indicate that VDAP participants are successful more than 80% of the time. This tracks closely with a 2011 publication from the National Council of State Boards of Nursing (NCSBN), which found that 80-90% of health care practitioners who seek treatment and enroll in a monitoring program experience successful recovery.

VDAP offers nurses the opportunity to maintain licensure, return to safe and competent practice, maintain good personal health, and avoid the personal and professional risks associated with disease and disability.