



WVR OFFICIAL REFERRAL POLICY

Registered Professional Nurses or students of a registered professional nursing program may be referred to WVR by a variety of different referral sources. The most frequent referral sources include nursing employers, Employee Assistance Programs (EAP), the WVBOERP, treatment providers, and schools of nursing. Registered Professional Nurses or students of a registered professional nursing program may also contact WVR on their own accord, for assistance.

Employers are encouraged to refrain from reporting the Registered Professional Nurse or student of a registered professional nursing program to WVBOERP if the Registered Professional Nurse or student of a registered professional nursing program enters WVR. If the Registered Professional or student of a registered professional nursing program refuses WVR participation or fails to follow through with requirements of WVR entry, the initial referral source is directed by WVR to consult with the WVBOERP to determine need for formal reporting. When this is not feasible, WVR Intake Staff will initiate a complaint with the WVBOERP as required by law.

WV Restore (WVR) functions under Chapter 30-7 et seq. and Chapter 30-7-11a. In accordance with these provisions, WVR can initiate interventions in the workplace and recommend that the Registered Professional Nurse or student of a registered professional nursing program be evaluated due to the circumstances of the referral.

Referral sources contact WVR and present allegations of Registered Professional Nurse or student of a registered professional nursing program impairment and/or Nurse Practice Act violation(s). Specific behavioral information, as well as any supporting documentation, will be reviewed with the referral source by WVR Intake Staff. A copy of supporting documentation will be requested from the initial referral source after the Registered Professional nurse or student of a registered professional nursing program has elected to enter WVR.

An electronic file will be opened and will contain the following information:

1. The name of the Registered Professional Nurse or student of a registered professional nursing program, license number, address, credentials, alleged behavior with date of occurrence and evidence suggesting impairment and/or impairment related Nurse Practice Act violation, as well as the name of the initial referral source and contact information.
2. WVR Intake Staff will assess the provided information and determine the eligibility for WVR entry.

The decision to take action shall be based upon evidence of impairment, diversion, or any other related behavior of concern. The method of action shall be determined by WVR, after evaluating the facts and circumstances of the referral. An action plan must be based upon at least one of the following:

1. An identified referral source (supervisor, co-worker) has observed specific behavior of a Registered Professional Nurse or student of a registered professional nursing program or has knowledge or other evidence suggesting impairment in the Registered Professional Nurse or student of a registered professional nursing program.
2. The informant identifies a witness who knows the Registered Professional Nurse or student of a registered professional nursing program and has observed the Registered Professional Nurse or student of a registered professional nursing program behavior and that witness corroborated the information provided.
3. Admission of impairment by the Registered Professional Nurse or student of a registered professional nursing program that corroborated the information provided.

At the time of referral, WVR will propose an appropriate plan of action for the nursing employer and/or referral source to address the situation.

The Registered Professional Nurse or student of a registered professional nursing program must meet WVR admission requirements and must follow through with WVR entry or the Registered Professional Nurse or student of a registered professional nursing program is informed that a formal report will be made to the WVBOERP. All reporting will be initiated in compliance with the Mandatory Reporting Law.

It is not necessary for evidence or knowledge of a violation of the Nurse Practice Act for an Registered Professional Nurse or student of a registered professional nursing program to participate in WVR voluntarily. Sometimes, employers and/or schools of nursing will require an Registered Professional Nurse or student of a registered professional nursing program to participate in WVR as terms for continued employment and/or continued enrollment.

West Virginia Board of Examiners for Registered Professional Nurses Referrals

WVBOERPNI referred Registered Professional Nurses’s contact WVR at the direction of the WVBOERPNI. These participants are held accountable to the same requirements as those referred by other than the WVBOERPNI in addition to any requirements as outlined by formal WVBOERPNI order(s).

WVR will facilitate WVR approved evaluations as directed by the WVBOERPNI. However, in cases where a WVBOERPNI ordered participant is referred to WVR (by final order) and resides in a state where a similar program to WVR does not exist, the Registered Professional Nurse will not be eligible for WVR monitoring. Exceptions may be made by the WVR Program Consultant or her designee. In such cases, WVR will provide guidance to the Registered Professional Nurse about alternatives that may be appropriate.

There may be instances when the WVBOERPNI requests that WVR contact a Registered Professional Nurse or student of a Registered Professional Nursing Program to offer WVR services. WVR will assist the WVBOERPNI whenever possible.

Students of Registered Professional Nursing Program Referrals

WVR supports appropriate intervention for students of a registered professional nursing program who are demonstrating signs of impairment in the classroom and/or clinical setting. WVR provides consultation regarding student concerns to help determine if a student of a registered nursing program is appropriate for WVR entry and monitoring. WVR supports early identification of students of a registered professional nursing program as a mechanism of prevention to limit the progression of impairment and potential liability, should the student become licensed.

Conditions of WVR entry are the same for Registered Professional Nurses or students of a registered professional nursing program. The usual referral source for a student in a registered professional nursing program is the school of nursing faculty or director. Many schools of nursing require that WVR participation be “a condition for continued enrollment” for students demonstrating signs of impairment in the classroom and/or clinical setting.

Schools of nursing also have the ability to contract formally with WVR for specific services. WVR monitoring and participation provides the school with an ongoing monitoring process to ensure safety. The school of nursing provides quarterly progress evaluations on all student nurses in clinical rotation(s) who participate in WVR.

If a student nurse fails to comply with WVR requirements and/or fails to progress, the student nurse will be terminated from WVR. The School of Nursing will be notified by WVR and a report will be made to the Executive Director of the WVBOERPNI, in the event the student requests licensure at a future time.

