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Author guidelines for the Journal of Nursing Regulation:
Abstract or summary

"All articles except book reviews should include an abstract or summary of no more than 200 words that describes the article. An *abstract* is a self-contained, brief, but powerful summary of the article: including the purpose, results, conclusions, and implications for the reader; and if a research article, also include study design, setting, subjects and measures."
See my attached abstract.

Abstract

BACKGROUND:

At risk Substance use by healthcare providers is contrary to the oath of no harm. It is estimated that about one in ten nurses are using alcohol and drugs to an extent that their practice is impaired. Impaired practice has serious consequences including potential harms to patients, to the health care organization, and to the nurse. Education is noted to be an acceptable intervention and support for at risk substance use in healthcare however there are few publications that identify an evidence-based curriculum for the educational interventions. The purpose of this Quality Improvement project was to develop and implement a successful educational intervention for unit-based nurse leaders to mitigate the impact of impaired nursing practice in the workplace.

METHODS:

An Educational training with online and a 4-hour face-to-face delivery of content specific to the project purpose was implemented to 20 voluntary participants (n=20) specific to acute care Unit-based leaders. Each participant completed the National Council of State Boards of Nursing (NCSBN) online Substance Use in Nursing modules. The face-to-face educational intervention was comprised of topics that aligned with the literature.

RESULTS:

CONCLUSION:
An educational program focusing on risk factors for substance use, identification of impaired practice, communication methods to have difficult conversations and knowledge about regulation between the organization, state board of nursing and alternative to discipline programs is an effective mechanism to train unit-based nurse leaders.