



## WHPS Supports a Culture of Recovery and Accountability

The American Nurses Association estimates that 6-8% of nurses have experienced impaired performance due to substance use (alcohol or drugs).

WHPS maintains public safety and supports nurses by providing early intervention, referral to treatment, and structured monitoring services. Financial support may be available through the stipend program.

Early intervention is key to ensuring personal health and safe patient care.

Our team is available to contact for services, answer questions, and provide education.

## Education and Outreach for Your Organization

WHPS provides free tailored educational presentations and consultation for your organization. Our education and outreach activities help to increase awareness and understanding about substance use disorder, reduce stigma, and promote a Just Culture approach.

## About WABON

WABON defines and regulates standards of nursing conduct and practice in Washington State. WHPS is WABON's approved substance use monitoring program under RCW 18.130.175.



### Contact us:



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<https://nursing.wa.gov/support-practicing-nurses>



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# WHPS

## Washington Health Professional Services

A Program for Nurses Impacted by Substance Use Disorder and/or Mental Health



# WHAT IS WHPS?

WHPS is a program for nurses whose practice may be impacted by substance use disorder and/or mental health.

Participation allows nurses to maintain their licenses while receiving the help they need to recover.

WHPS enables treatment and monitoring for nurses so they can return to or continue to practice their profession in a way that safeguards the public.

## What is substance use disorder?

Substance use disorder is a chronic, progressive disease, not a moral weakness.

About 15% of nurses may be diagnosed with substance use disorder during their careers. Substance use disorder is treatable, and outcomes are positive when the disease is identified and treated early.

## How does it work?

Nurse monitoring programs have positive outcomes with success rates above 70%. The majority of nurses in monitoring achieve long-term recovery and continue to practice in their profession. Upon successful program completion, a nurse's SUD disciplinary records are no longer visible in the DOH Provider Credential Search.

The WHPS program includes:

- A referral for evaluation and treatment
- Routine contact with a dedicated case manager
- Peer support and recovery-oriented meetings
- Random drug testing
- Practice support

**Speaking up  
saves lives!**

## How do I participate?

### *Voluntarily Participation*

Nurses may enroll in WHPS voluntarily. WHPS will immediately make referrals to treatment and monitoring.

### *Alternative to Discipline*

A nurse may participate in WHPS as an alternative to discipline if they meet all of the conditions and comply with the monitoring contract.

### *WABON Referral*

WABON may refer nurses to WHPS as part of disciplinary action, or as an alternative to disciplinary action if there is no patient harm.