



PEER SUPPORT PARTNER HANDBOOK

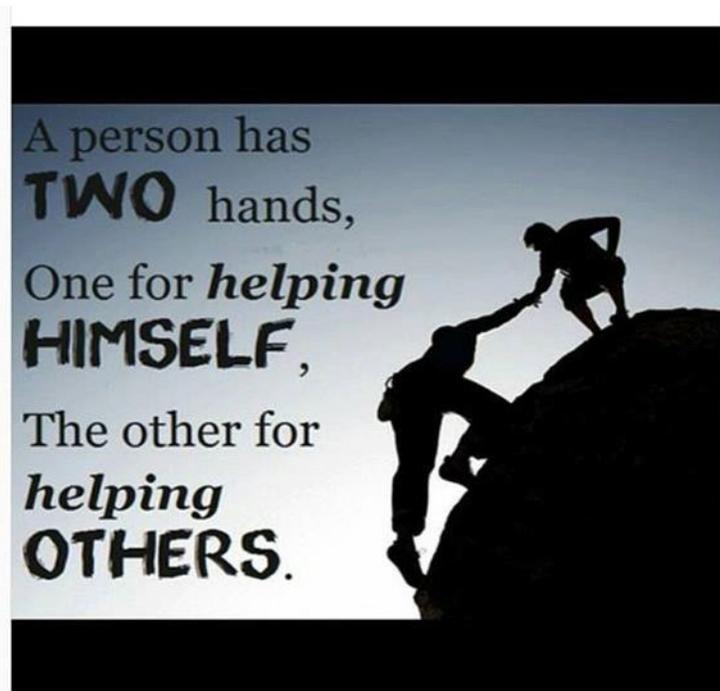


TABLE OF CONTENTS

WELCOME	3
INTRODUCTION TO TPAPN	4
TRAINING AND RESOURCES	5
EXPECTATIONS.....	5
A FEW POINTERS.....	6-7
SUD/MH RESOURCES.....	8
APPENDIX.....	9

WELCOME NEW PEER SUPPORT PARTNER!

Thank You for volunteering as a Peer Support Partner with TPAPN! Peer Support Partners (PSP) are an integral part of the Texas Peer Assistance Program for Nurses. As a volunteer PSP, you will have the opportunity to serve as an educational resource to employers, nursing schools, communities, and other nurses. SAMSHA defines peer support worker as “someone with the lived experience of recovery from a mental health condition, substance use disorder, or both. They provide support to others experiencing similar challenges”. In TPAPN, peer support partners do not have to have lived experience with substance use or mental health conditions, rather they are peers by virtue of being nurses that have an understanding and compassion for individuals experiencing substance use and/or mental health conditions. TPAPN peer support is a peer-to-peer relationship that provides recovery support to individuals participating in TPAPN. The relationship between a Peer Support Partner and Participant in TPAPN is genuine and grows organically throughout the course of the relationship.



TPAPN MISSION:

TPAPN safeguards patients by providing early identification, support, monitoring, accountability, and advocacy to Texas nurses who have an identified substance use and/or mental health condition or related incident, so they may practice nursing safely.

ABOUT TPAPN:

TPAPN is a person-centered program supporting nurses experiencing substance use and mental health conditions. Our evidence-based approach helps nurses improve their health and wellness, live a self-directed life, and reach their full potential.

TPAPN empowers Texas nurses experiencing substance use disorders and/or mental health conditions to promote healthy changes and implement health promoting behavior in their recovery journey.

TPAPN is devoted to returning nurses to practice and maintaining gainful employment.

TPAPN is an alternative to Board of Nursing discipline. The Texas Board of Nursing is responsible for disciplinary action and referrals made to TPAPN are not punitive or disciplinary in nature. TPAPN encourages self-referrals and early intervention to prevent practice violations.

TPAPN is a voluntary program. Nurses are offered an opportunity to participate in TPAPN and also have the right to decline.

.

TPAPN PARTICIPATION:

TPAPN participants sign a participation agreement that clearly states participation requirements.

Participants are responsible financially for all program associated fees including comprehensive psychological evaluation, treatment, drug testing, and in some cases a Board Order Fee.

TPAPN may require daily drug test check-ins, job approval, self-reports, meeting attendance, medication management, and treatment reports.

TRAINING FOR PEER SUPPORT PARTNERS:

Peer Support Partners (PSP) are **required** to attend an informational session and complete the following training modules:

Addiction

Mental Health Conditions

Person Centered Care

Motivational Interviewing

The Role of the PSP

The above training modules are required to be completed every two years. PSP's are encouraged to attend additional trainings on Motivational interviewing and trauma informed care on their own.

EXPECTATIONS:

The Peer Support Partner Will:

- Initiate contact with nurse participant
- Collaborate with nurse participant to determine meeting dates and times. The PSP and participant can determine how often meetings will take place. TPAPN encourages consistency, quality, and commitment regarding meeting frequency.
- Utilize techniques from training to facilitate meaningful dialogue
- Collaborate with nurse participant to identify recovery, wellness, and other goals related to growth
- Contact the TPAPN Peer Support Lead for support or guidance as needed
- Maintain confidentiality regarding any information shared in the context of the peer relationship
- Agrees to adhere to all confidentiality rules as stated in the confidentiality agreement
- Monitor email, messages, and announcements from Affinity, TPAPN, or your peers
- Complete Electronic Peer Support Partner Quarterly Survey

POINTERS:

Become familiar with resources in the participants community and online.

Gain knowledge of self-care activities (journaling, meditation, exercise, sleep hygiene, etc.).

Use Active Listening.

Utilize motivational interviewing training

Utilize a trauma informed approach

Remain person-centered.

Avoid the “righting” reflex.

Explore participants goals and how they align with their recovery and TPAPN participation.

Plan for next meeting. Keep notes if helpful to you.

Lean on PSP Lead for support and feedback when having difficulty with a participant or you are feeling stuck.

Be patient. Often these relationships take time to develop.

Be consistent. Return phone calls/messages from participants and ensure you are available during your agreed-upon meeting times. Model consistency and accountability for them.

Participants often feel shame, stigmatized, and judged. Be one of the much-needed, non-judgmental voices in their lives.



6 GUIDING PRINCIPLES TO A TRAUMA-INFORMED APPROACH

The CDC's Office of Public Health Preparedness and Response (OPHPR), in collaboration with SAMHSA's National Center for Trauma-Informed Care (NCTIC), developed and led a new training for OPHPR employees about the role of trauma-informed care during public health emergencies. The training aimed to increase responder awareness of the impact that trauma can have in the communities where they work. Participants learned SAMHSA'S six principles that guide a trauma-informed approach, including:



Adopting a trauma-informed approach is not accomplished through any single particular technique or checklist. It requires constant attention, caring awareness, sensitivity, and possibly a cultural change at an organizational level. On-going internal organizational assessment and quality improvement, as well as engagement with community stakeholders, will help to imbed this approach which can be augmented with organizational development and practice improvement. The training provided by OPHPR and NCTIC was the first step for CDC to view emergency preparedness and response through a trauma-informed lens.

6 Guiding Principles to A Trauma-Informed Approach

The CDC's Office of Public Health Preparedness and Response (OPHPR), in collaboration with SAMHSA's National Center for Trauma-Informed Care (NCTIC), developed and led a new training for OPHPR employees about the role of trauma-informed care during public health emergencies. The training aimed to increase responder awareness of the impact that trauma can have in the communities where they work. Participants learned SAMHSA's six principles that guide a trauma-informed approach, including:

1. **Safety**
2. **Trustworthiness & transparency**
3. **Peer support**
4. **Collaboration & mutuality**
5. **Empowerment & choice**
6. **Cultural, historical & gender issues**

Adopting a trauma-informed approach is not accomplished through any single particular technique or checklist. It requires constant attention, caring awareness, sensitivity, and possibly a cultural change at an organizational level. On-going internal organizational assessment and quality improvement, as well as engagement with community stakeholders, will help to imbed this approach which can be augmented with organizational development and practice improvement. The training provided by OPHPR and NCTIC was the first step for CDC to view emergency preparedness and response through a trauma-informed lens.

SUD/MH RESOURCES:

[National Suicide Prevention Lifeline](#) – Dial 988

Veterans Suicide Prevention Hotline: **Dial 988 and press 1**

Texas Local Mental Health Authorities: <https://www.dshs.state.tx.us/mhsa-crisishotline/>

Healthy Nurse Healthy Nation: <https://www.healthynursehealthynation.org/>

Virtual AA/NA: <https://recoverycentersofamerica.com/recovery-resources-during-coronavirus/virtual-na-and-aa-meetings/>

Celebrate Recovery: <https://www.celebraterecovery.com/>

Substance Abuse and Mental Health Services Administration SAMSHA:
<https://www.samhsa.gov>

Employee Assistance Program- Available through employer

Local Church/Religious organizations

Resiliency Resources:

- TNA and TONL's [Care for the Caregiver](#)
- [Coping with disaster: recognize signs of disaster-related stress](#)
- [How you can be more resilient](#) (podcast video)
- [Compassion Fatigue Workbook](#)
- [Stress Vulnerability Scale](#)

PTSD Resources

- [Crisis Text Line](#) – Text NAMI to 741-741
- [PTSD Coach Mobile App](#)
- [PTSD: National Center for PTSD](#)
- [PTSD: National Alliance on Mental Illness \(NAMI\)](#)
- [PTSD Online course](#): NAMI

APPENDIX

Instructions for Completing Peer Support Partner Quarterly Surveys

Upon being assigned a participant, TPAPN requires all PSPs to submit a quarterly TPAPN Peer Support Partner Survey. At the end of each calendar quarter (March, June, September, December) you will receive an email from support@affinityehealth.com (Affinity eHealth is TPAPN's third-party case management and drug testing/compliance administrator). The email will contain a link to a secure electronic version of the TPAPN Peer Support Partner Survey that can be completed and submitted online.

Electronic Survey Due Dates

1st Quarter (Jan-March) April 10th

2nd Quarter: (April-June) July 10th

3rd Quarter: (July-Sept) October 10th

4th Quarter: (Oct-Dec) January 10th

If you have technical difficulties completing the electronic report, please email chernandez@texasnurse.org or tpapn@texasnurses.org. A PDF version of the report is available to PSPs who prefer this method of reporting.

**TEXAS PEER ASSISTANCE PROGRAM FOR NURSES
TPAPN**

**CONFIDENTIALITY OF INFORMATION
ACKNOWLEDGMENT**

I, _____,
(Please Print)

understand that any information which is disclosed to me while I am assisting with the TPAPN Program is confidential and that this confidentiality is protected by federal law. Federal regulation (42CFR Part 2) prohibits me from making any disclosure of such information without the written consent of the person to whom the information pertains.

Signature _____ Date _____

CONFIDENTIALITY OF ALCOHOL AND DRUG ABUSE PATIENT RECORDS

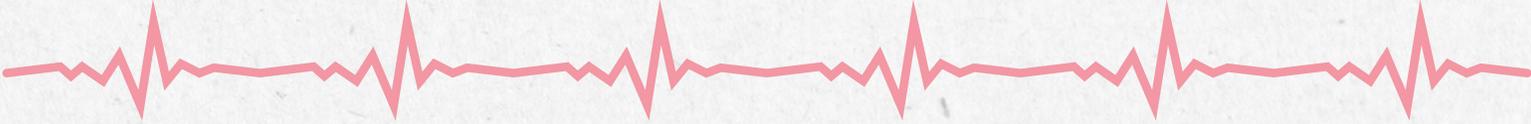
The confidentiality of alcohol and drug abuse patient records maintained by this program is protected by federal law and regulations. The program may not say to a person outside the program that a patient attends the program, or disclose any information identifying a patient as an alcohol or drug abuser unless:

- (1) The patient consents in writing; OR
- (2) The disclosure is allowed by a court order; OR
- (3) The disclosure is made to medical personnel in a medical emergency or to qualified personnel for research, audit, or program evaluation.
- (4) The patient commits or threatens to commit a crime either against the program or against any person who works for the program.

Violation of the federal law and regulations by a program is a crime. Suspected violations may be reported to the United States Attorney in the district where the violation occurs.

Federal law and regulations do not protect any information about suspected child abuse or neglect from being reported under state law to appropriate state or local authorities.

(See 42 U.S.C. § 290dd-3 and 42. U.S.C. § 290ee-3 for federal laws and 42 CFR Part 2 for federal regulations.)



Texas Peer Assistance Program for Nurses

How to Access Peer Support Partner Training & Next Steps:



Locate Our Peer Support Partner Training Modules

1. Go to **<https://texasnurses.org>** on your smart phone or computer.
2. Hover over the *Professional Development* tab and select *Get CNE*.
3. Hover over the drop-down labeled *Categories* and locate *Texas Peer Support Partner Series*.



Attend a Virtual Info Session & Complete Modules

1. Watch a Virtual Peer Support Partner Information by going to **<https://tna.ce21.com/item/peer-support-partner-information-session-642436>**
2. Complete the following modules:
 - Addiction
 - Mental Health
 - Motivational Interviewing
 - Person-Centered Care
 - Role of the PSP**



Submit Certificates & Get Your First Participant!

Once you have attended an Info Session and Completed all required modules, send your certificates over to **tpapn@texasnurses.org**. Then wait for your first assignment!

** Role of the PSP not currently offered on demand.
Please contact **tpapn@texasnurses.org** for
information on upcoming live sessions.

