



MT Recovery Program Worksite Overview

Program Information

The purpose of the Montana Recovery Program is to provide advocacy, monitoring, and support services to healthcare professions, whose practice may be impaired due to chronic physical illness, mental health issues, or substance use disorder, including alcohol. The Montana Recovery Program is not a treatment program, but rather a program of support, monitoring, and accountability. The primary goal of the program is to protect the public.

Licensed healthcare professionals are not immune to chronic physical illness, mental health difficulties, or chemical dependency. In fact, there may be an even greater risk of such problems due to the availability and accessibility of the drugs in the workplace and the work-related stresses that accompany practice.



Role of the Worksite Monitor (WSM)

The worksite monitor assists the licensed health professional to return to work in a controlled and safe manner, supporting the mission of the Recovery Program, which is to protect the public.

- Assist healthcare professional to re-enter the workforce in a safe manner
- Provide an open line of communication between the workplace and Maximus
- Watch for changes in behavior and signs of relapse or return to alcohol or drug use
- Interview co-workers as necessary to ensure the participant is practicing safely
- Document the dates the WSM had contact with the participant
- Identify an alternate WSM to serve in the absence of the appointed WSM
- Agree to notify Montana Recovery Program within one hour of noticing any signs of relapse or suspicious behavior
- Agree to complete and submit quarterly reports to Maximus
 - Period of January-March, due by April 15
 - Period of April-June, due by July 15
 - Period of July-September, due by October 15
 - Period of October-December, due by January 15

If participant begins working at any time during the period(s) above, the report is due by day 15 of the month indicated above. For example, if a participant begins working in September, a report for September will be due October 15.



Worksite Monitor Requirements

- Must be at least one step above the participant on the organizational chart
- Any alternate arrangement must be approved by the Board.
- If in recovery, must have five years of continuous sobriety
- Must observe participant at workplace at least once each week
- May not be a current participant in the Recovery Program
- Is in a supervisory capacity to the participant at least one management step above on the organization chart.
- Holds a current, unrestricted license in the same field, or related field with no disciplinary action within the last five years.



Signs and Symptoms of Possible Relapse (Drug Use) in the Workplace

- Socially isolated or withdrawn
- Guarded privacy, avoids eye contact, defensive or secretive
- Irritable, jumpy, sleepy
- Increase in on-the-job accidents
- Increase in motor vehicle accidents
- Sensitive or runny nose
- Smells of alcohol or marijuana
- Rapid change in weight
- Dilated or pinpoint pupils
- Red eyes, glassy eyes, droopy eyelids
- Sudden mood changes
- Uses gum or mints frequently
- Long sleeves, even in hot weather



Signs of Possible Drug Diversion in The Workplace

- Leaves worksite frequently to use the restroom, lounge or to the parking lot
- Priorities change
- Volunteers for extra shifts
- Offers to administer meds for other nurses to “help out”
- Discrepancies in drug counts
- Frequent errors in drug records
- Poor work performance
- Patients or families complain of inadequate pain relief, even when medications have been documented as given
- Medicates patients for pain every time med is due, even if patient is not asking or is non-responsive



How and When to Contact the Case Manager

If you identify that the participant you are monitoring appears to be:

- Using drugs or alcohol
- Demonstrating changes in performance
- Having excessive absences or tardiness
- Involved in incidents of patient harm or involved in sentinel events

Call the Maximus Case Manager at **833.397.7500** within one hour of identifying a problem, or immediately at the start of the next business day.

See our program website for more information: www.MontanaRecoveryProgram.com.