

# Recovering Nurses United



**RNU**

**PRIVATE****CONFIDENTIAL****ANONYMOUS**

## Preamble

The original group was called Nurses at Risk in the mid 1980's, and Lesley O was an integral part of the organization.

**RNU** began in 2013; the founders are nurses Lesley O. and Barb F. They are nurses with a vast amount of knowledge and experience, whom have personally endured the addiction affliction. These nurses are acutely aware of the absence of support for professionals over the past decades. Meetings were held in their homes and groups met every other Monday (summer hours varied).

**RNU** remains in a developing stage with established roots, to date approximately twenty members at various processes of recovery and wellness participate in biweekly meetings.

As **RNU** grows, so does its requirements for meeting space. Over the years, many attempts to enlist the support/monies of related agencies were approached. Eventually, the Manitoba Nurses Union has offered monies for a meeting room rental Monday-biweekly. MNU also featured an article in their MNU Magazine ISSUE 01 2017 (pg. 6-7) and back cover promoting **RNU**.



Recovery Addiction  
Care

**RNU** continues to offer all nurses support, education and inspiration. This group is a resource to help nurses who may or may not have a registered nursing license and may or may not have criminal charges (i.e. DUI, drug diversion, and etcetera).

This **Pamphlet** was developed from ideas generated from **RNU** group meetings.



If you picked up this, **Pamphlet** you already suspect that you may have an addiction of some sort that is interfering with your life. Addiction is an illness. As an addict **and** a nurse, it is an extremely isolating experience. This isolation encourages the addictive part of your brain to use and is why it is imperative to seek help and support. Depending on your current state of wellness (not using) - you may want to allow yourself ~ 48 hours of time to digest, reflect and gradually absorb your new circumstances, as you read through this information

**RNU** offers nonjudgmental support for all nurses, some of whom may or may not have surrendered their nursing license (Voluntary or Otherwise 😊)

The focus of this **Pamphlet** is to inform you of some of the processes to consider moving forward in your recovery as a nurse.

It is strongly recommended that you use a day planner to document all phone calls and appointments you have made or attempted to make.

Also, keep hard copies of all documents including emails. When required to submit documents, do so in person (if possible), if you opt to use snail mail use a tracking number (mail gets lost and major complications arise).

As a nurse in recovery who is working with a license, or a nurse in recovery who is not working as a result of Voluntary Surrender of nursing license, sick time or other, you will benefit from meetings with **RNU**.





Voluntary surrender of your license is the best option (although extremely difficult) for potential reinstatement and reemployment.

The group has limited experience with other options (to date); consensus is you probably will lose your nursing license in a disciplinary hearing with the College of Registered Nurses Manitoba (CRNM) and may not get it back.

CRNM has the authority to use a Discipline Committee and an Investigation Committee to monitor, impose conditions, remediate, censure, cancel, suspend or accept the voluntary surrender of a member is granted under the Registered Nurses Act.

***As a nurse recovering from addiction, with or without a license; there are many priority tasks required to be completed in a timely fashion.***



## RECOMMENDED PRIORITIES

- Priority 1.** Contact your family physician to obtain an appointment+ /sick note (if you do not have a doctor, obtain one ASAP).  
There will be forms/paperwork requiring a physician's signature
- Priority 2.** Obtain indefinite sick/medical leave from your employer. Through your employer Human Resources/Occupational Health, obtain an application for long term disability/medical leave. Your employer may assign you a case manager who is an important contact for return to work
- Priority 3.** Apply for Employment Insurance. This is a necessary step, as awaiting benefits to be processed takes time.
- Priority 4.** Once your timely application for long term disability/medical leave has been assessed by Healthcare Employees Benefit Plan (HEBP), you will be assigned a case worker.
- Priority 4- Note:** Once benefits from HEBP have been awarded, they are your (temporary) employer and have requirements
- Priority 5.** Contact the Manitoba Nurses Union (MNU). They have valuable information; provide you with a representative to

review your case/claim. The MNU can offer direction regarding work status, Human Resources (HR) interests, and Employer interests and potentially suggest/offer legal assistance. If legal assistance is required, the lawyers assigned to you will be familiar with similar cases. The MNU can offer financial assistance for legal consultation through the union LEAP program. There is an application for coverage of LEAP– contact MNU for details



**Priority 6.** Obtain a Reinstatement Package form from The College (CRNM).

This package contains a lot of requirements and includes;

[Instructions for Reinstatement](#)

- *read and follow instructions exactly*

*(i.e.; documents received prior to application may not be retained)*

### Request for Verification of Practice Hours

- obtained from your unit manager and human resources (may take up to 4 weeks or longer).

### Criminal Record Checks for Registration

-be sure to check box **pick up copy** using online application (6-10 weeks)(~\$50.00)

### Application for Reinstatement of Registration

-applications received are kept open files for six (6) months and take about ten (10) business days to process-from the date you file is completed-(\$157.50 processing fee)

### Request for Verification of Registration

- pertains to proof CRNM license and pre-requisites required (i.e.; jurisprudence modules)

**Priority 7.** Begin the reinstatement process in the order outlined in priority 6 to avoid delays

**Priority 8.** Reorganize your finances to allow for additional costs involved in the reinstatement processes and beyond

**Priority 9.** Once your nursing license is reinstated, you will be asked (required) by the College to sign an 'Undertaking' and there maybe Conditions placed on your nursing license.

**Priority 10.** **BE KIND TO YOURSELF**





**RNU** - Recovering Nurses United is a private and strictly confidential support group for all nurses in recovery from drug and alcohol addictions wanting help or assistance with related problems including behavioral and process addictions.

## **Signed Undertaking**

"Undertakings are based on a model of abstinence" The College (formerly CRNM).

An Undertaking is a contract that outlines all of the conditions placed on your license, schedule of reporting, and '*all obligations of the terms of the undertaking shall be held in abeyance*' The College (formerly CRNM).

This is a legal document agreement between you and the College that once signed compliance is imperative to obtain/maintain your nursing license.

**Note:** the term of the undertaking and imposed conditions of the undertaking is generally five (5) years.



## Potential Conditions

Conditions may/will be placed on your license and you must comply with to work as nurse. Conditions imposed are based on individual assessment by the Investigation Committee.

Some of the Conditions imposed may include:

- Obligation to inform and provide a copy of your signed Undertaking and Conditions to your Employer
- Will not practice in high pressure, quick-paced environments (i.e.; ER, PICU/ICU)
- Shall work under the direction of an on-site RN (no sole practice)
- Pay all costs incurred by the College in monitoring compliance (i.e.; fitness to practice assessment (~\$500-\$1200.00), random drug/urine testing (\$132-\$232.00)
- Submission of regular reports (maybe monthly, quarterly or annually).



## ***WEBSITES***

- RNU**      recoveringnursesunited@gmail.com
- CRNM**      <https://crnm.mb.ca>  
Reinstatement Package form CRNM (in person or download)  
<https://www.crnmb.ca/applicants/reinstatement>  
Registered Nurses Act  
<https://cms.tng-secure.com/filedownload.php?fFileid=232>
- CRPNM**      <https://crpnm.mb.ca>
- MNU**      <https://manitobanurses.ca>
- EAP**      <https://wrha.mb.ca>staff>safety>
- EI**      <https://canada.ca>benefits>
- HEBP**      <https://hebpmanitoba.ca>
- \*CRC**      <https://winnipeg.ca.>police>  
(\*CRC= Criminal Record Check)
- \*AFM**      <https://afm.mb.ca>  
(\*AFM=Addictions Foundation Of Manitoba)
- \*SOS**      <https://winnipegsos.com>  
(\*Save our Selves)
- \*AA**      <https://aamanitoba.org>  
(\*Alcoholics Anonymous)
- \*NA**      <https://mascna.org>meetings>  
(\*Cocaine/Drugs Anonymous)



**RNU  
RECOVERING  
Nurses United**

**Private and Confidential**

Support group for all nurses in recovery  
From drug and alcohol addictions,  
Or wanting help and support with  
Related problems, including  
Behavioural and process  
Addictions.



RNU is supported and  
by the Manitoba

For further info [recoveringnursesunited@g](mailto:recoveringnursesunited@g)