MINNESOTA
BOARD OF NURSING

The Health Professionals Services Program (HPSP)

What Nurses Need to Know

The Health Professionals Services Program (HPSP) is a structured monitoring program for Minnesota nurses whose physical, mental, or substance-related conditions may affect safe practice.

HPSP is a state agency designed to help health professionals be well to practice and remain accountable to their treatment and recovery.

HPSP is a separate agency from the Minnesota Board of Nursing.

Why HPSP Matters for Nurses

Untreated illness can put both patients and nurses at risk. The Minnesota Board of Nursing's mission is to protect the public. One of the greatest risks to public health and safety is posed by nurses who are practicing without effective treatment for their illnesses.

What Helps Nurses Succeed in HPSP

- **Confidential monitoring** encourages treatment before practice is compromised.
- **Active engagement with providers.**
- **Ability to work while in treatment and recovery**, supporting stability.

HPSP practices reflect research on successful monitoring of nurses with substance use disorders.

- **Appropriate monitoring duration.**
  - For nurses with substance use disorders, monitoring typically lasts at least three years.
- **Regular toxicology screening, when needed.**
  - For nurses with substance use disorders, at least bi-monthly random toxicology screening is required.

- **Daily check-ins, when needed.** For nurses needing to complete toxicology screening, daily calls or website checks promotes accountability.

Smiley, R., & Reneau, K. (2020). Outcomes of Substance Use Disorder Monitoring Programs for Nurses. *Journal of Nursing Regulation*, 28-35.

What HPSP Is Not

- It is **not career-ending**.
  - Many nurses complete the program and most successfully work in nursing while participating in monitoring.
- Monitoring by HPSP is not automatically public.
  - HPSP monitoring remains confidential unless a safety concern requires a disciplinary referral as part of a disciplinary action by the Minnesota Board of Nursing.

Different HPSP Referrals

- Self-report – The nurse contacts the HPSP.
- A confidential report from a third party.
- The Minnesota Board of Nursing as an alternative to a disciplinary action.
- The Minnesota Board of Nursing as part of a disciplinary action.

Additional Resources

- Read about HPSP
- Watch an HPSP introductory video
- Review Minnesota Statutes related to HPSP
  - HPSP is authorized under Minnesota Statutes, Chapter 214, Sections 214.28 to 214.36.
  - HPSP is administered by Minnesota Health Licensing Boards, including the Minnesota Board of Nursing.
  - Participation requirements and confidentiality protections are outlined in these statutes.