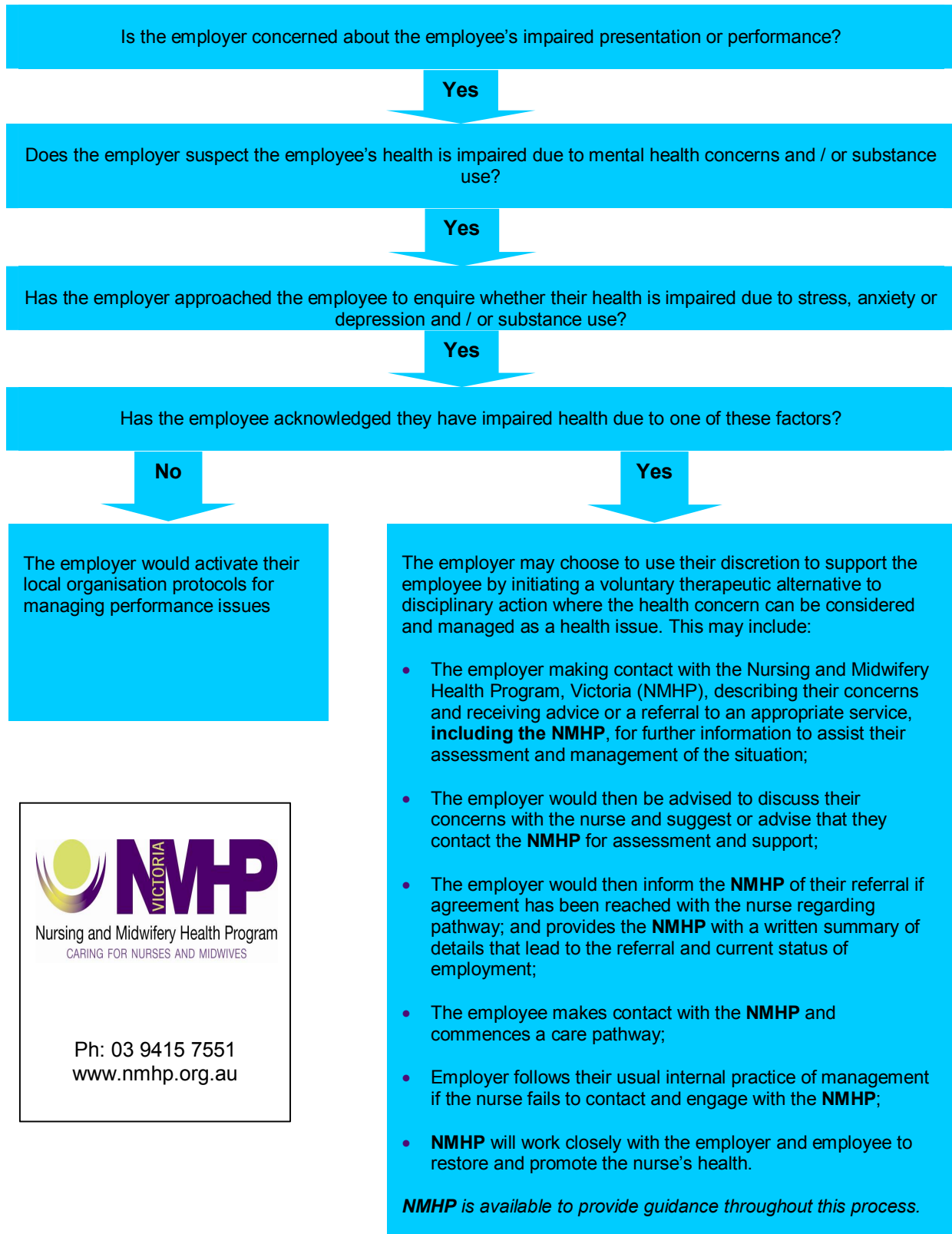


# GUIDELINES FOR SUPPORTING EMPLOYERS OF NURSES AND MIDWIVES WITH SUSPECTED IMPAIRED HEALTH

The following guidelines have been designed to assist employers with their decision making when faced with a nurse or midwife they suspect has an impaired health status related to their substance use and / or mental health.



\*This flowchart is a guide ONLY. It is not a prescribed protocol and employers are advised to consult their Human Resources Department for local advice and support when dealing with the performance management of their nursing staff.