

ARIZONA STATE BOARD OF NURSING

CANDO PROGRAM

FREQUENTLY ASKED QUESTIONS

1. What is CANDO?

CANDO is the Board of Nursing's non-disciplinary, confidential monitoring program for substance dependent nurses who meet the eligibility/admission criteria into CANDO. It is an alternative to discipline program with defined criteria.

2. What does CANDO stand for?

Chemically Addicted Nurses Diversion Option

3. How do nurses get referred to the CANDO Program?

- *Self Referral*
- *Complaint, pre-investigation*
 - *Employer*
 - *Colleague*
 - *Patient*
 - *Healthcare Provider*
 - *Pharmacy*
 - *Law enforcement or other regulatory agency*
- *Licensure application process*
- *Other*

4. What is the purpose/intent of CANDO?

To protect the health, safety and welfare of the public through the early detection, treatment and monitoring of substance dependent nurses.

5. What are the eligibility requirements for entry into CANDO?

- *Nursing licensure in the State of Arizona*
- *Self acknowledges substance abuse/dependence*
- *Voluntarily agrees to participate and enter into CANDO stipulated agreement prior to the initiation of an investigation*
- *Has not caused harm to a patient/other*
- *Has not trafficked in illegal drugs or diverted drugs for the distribution or sale to others*
- *Has not had licensure discipline by any state board*

7. What are the components of the CANDO Agreement?

- *Minimum three years monitoring*
- *Chemical dependency treatment and aftercare*
- *AA/NA (12 Step) attendance*
- *Peer support group attendance*
- *Random drug screening*
- *Abstain from all potentially addicting drugs, including alcohol*
- *Notification of nursing employer and school of nursing*
- *Nursing practice restrictions*
- *Supervised practice*
- *Medical Care Provider Notification and Involvement*

8. Why is the CANDO Agreement a three year Agreement?

Chemical Dependency is a disease where relapse is common. Research supports that the risk of relapse reduces with increased time in sobriety and recovery. In an effort to develop a strong recovery foundation and ensure patient public safety, licensees in CANDO must demonstrate a minimum of three years of recovery.

9. Do other states have a similar program from chemically dependent nurses?

Yes, approximately 80% of Boards of Nursing have similar programs and other states in the process of obtaining statutory approval for implementing a diversion/alternative to discipline program for chemically dependent nurses.

10. How do I find out more about CANDO?

By calling the Arizona State Board of Nursing's CANDO Program at (602) 771-7865.