

Department: Discipline and Compliance
Subject: Frequently Asked Questions for Public Website

Discipline

I received a “Notice of Agency Action” letter from the Board of Nursing, how do I request a hearing for my case?

- To schedule a hearing before the Board on your case, submit a written request for a hearing to Board offices within 30 days of the date of your letter, by mail or fax, to the **DIRECTOR OF DISCIPLINE AND COMPLIANCE, MARYLAND BOARD OF NURSING, 4140 Patterson Avenue, Baltimore, MD 21215**. Our fax number is 410-358-1499.

I have requested a hearing for my case, what do I do next?

- Board staff schedules a settlement conference and evidentiary hearing, upon receipt of your request. You will be notified in writing, at the address last known to the Board, of the date, time, and location of the settlement conference and evidentiary hearing.

I received an “Order of Summary Suspension and Notice of Agency Action” letter from the Board of Nursing. What is a show cause hearing?

- A Show Cause Hearing is an opportunity to present oral argument on why the Board should not continue the summary suspension. After your presentation, the prosecutor will be provided the opportunity to respond for the State. Both you and the prosecutor are given 10 minutes each for oral argument to the Board.

What is a “settlement conference”?

- The settlement conference meeting is an informal fact finding conference with a committee of the Board. It is opportunity to resolve your case without needing to go forward to a formal evidentiary hearing.

What actions can the Board take against my license or certificate?

- The Board may deny a license or certificate or grant a probationary license or certificate to an applicant, reprimand the license or certificate, place the licensee/certificate holder on probation or suspend or revoke the license or certificate. Final actions are mailed to you in the form of an order issued by the Board.

What if I am working in Maryland on a multistate, compact license?

- If a complaint is filed while you are employed using your privilege to practice on a multistate license from another state in the National Licensure Compact, the Maryland Board of Nursing will investigate the complaint. Your primary state of residence will be notified and may also take action against your license in that state.
If you are working in another compact state on your Maryland multistate license and a complaint is filed, the Maryland Board of Nursing may take action your license. For additional information, please visit www.ncsbn.org/nlc.

My license/certificate was surrendered, suspended or revoked, how do I ask the Board to reinstate my practice?

- For additional information on submitting a request to the Board for reinstatement of licensure or certification, please see [Reinstatement of licensure or certification](#)

Compliance

I have received my final board order and I have questions about the terms and conditions, who should I contact?

- Contact the Discipline and Compliance Team at mbon.nursingdiscipline@maryland.gov for additional information and assistance

I signed a participation agreement with the Rehabilitation Program for Impaired Practice, who should I contact?

- Contact the Program Monitor at mbon.nursemonitoringdept@maryland.gov

Where do I find the forms and reports I need to comply with my Order?

- The initial meeting with the Compliance office will include an outline, schedule and discussion of what forms and reports. Incomplete or inaccurate forms or reports are not accepted. Additional compliance and monitoring forms are available [here](#).

How do I request "board approval" for employment or request lifting of restrictions?

- Call your assigned program coordinator to discuss a request for approval before beginning the approval process or email the team at mbon.nursingdiscipline@maryland.gov. All requests are required to be made in writing. All decisions will be communicated in writing, upon approval or denial of the request.

How do I obtain release from my Board Order?

- To obtain termination of a board order or conditions of a board order, submit a petition for, or request for release from your Order in writing, to the Board to your assigned compliance coordinator.
- A summary report regarding your compliance with the terms and conditions of your Order will be generated by the Compliance Coordinator. The written request or petition and the compliance summary report will be presented to the Board for its consideration. **Do not consider yourself released from your Order until you receive written notification from the Board that it has released you from the terms of its Order.**
- Non compliance with the terms and condition of your order or agreement may affect the outcome when the Board considers the report of your compliance and eligibility for release from the Order.

I have restriction on my license or certificate, and I need help finding employment. Can the Board help me find employment?

- The mission of the Maryland Board of Nursing is to protect the public. Restrictions on your license or certificate were imposed by the Board to assure public safety and protection. Some employers may accommodate practice restrictions but it is up to the licensee/certificate holder to search out practice opportunities.

Rehabilitation/Impaired Practice Monitoring Program

Frequently Asked Questions (FAQs)

What is the “Rehabilitation” Program?

- A program overview has been made available [here](#).

What is the role of the Rehabilitation Committee?

- The Board's appointed committee members are volunteers who are responsible for evaluating participants for compliance with their program consent agreement. The committee's primary mission is to assure the public is protected from unsafe, incompetent or impaired nursing practice.

What is a consent agreement?

- A consent agreement is a legally-binding document. Signing this document outlining the nurse's individual recovery plan requirements is required of all program participants, with the understanding that the agreement is valid for at least five years. Participation requirements include formal treatment or therapy, toxicology screening, attending support groups, regular self-assessment of the individual's progress, and stipulations for employment, and prescribed and over-the-counter medication use. Failure to comply with the terms of the agreement may result in expulsion from the program and referral to the Board for appropriate action.

Do I need approval prior to accepting a nursing position?

- Yes. A participant **must** have all prospective employment approved by the Monitoring Coordinator or Committee prior to accepting the new position.

How much does it cost to participate in the Rehabilitation/Impaired Practice Monitoring Program?

- Program participants are required to pay the cost of all toxicology screens, substance abuse evaluations, psychological and/or medical assessments and evaluations and individual therapy sessions.

Can I travel while in the program? Should I report my weekend travel or short trips to the Monitoring Coordinator?

- Yes, only with the approval of the Monitoring Coordinator. Once travel is approved, the participant must contact the drug testing company's representative to request a list of collection sites in the area they plan to visit and test at the designated location if scheduled to test.

What prescribed or over-the-counter medications are permissible for participants under a consent agreement?

- The participant's treatment provider or physician may prescribe medication to treat a particular illness. Participants must have all medications reviewed by the committee and the Program Director.

Participants and Providers: For more information, visit the Talbott Recovery Medication Guide at <http://www.talbottcampus.com/index.php/medication-guide/>

I have questions about my participation agreement in the Rehabilitation/Impaired Practice Program, who should I contact?

- Contact the Program Monitoring Coordinator at mbon.nursemonitoringdept@maryland.gov for additional information and assistance.