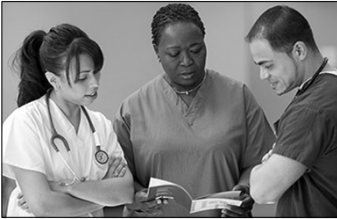


RECOGNIZING IMPAIRMENT AND DIVERSION IN THE PACU SETTING

Melissa Davidson
MSN, RN, CPAN

1

WHO'S THE ADDICT?



2

WHAT IS ADDICTION?

· compulsive need for and use of a habit-forming substance (such as heroin, nicotine, or alcohol) characterized by tolerance and by well-defined physiological symptoms upon withdrawal; broadly: persistent compulsive use of a substance known by the user to be harmful

· Merriam Webster 2018

3

SIGNS OF ADDICTION

Mood swings	Tolerance	Withdrawal symptoms	Change in appearance	Neglecting responsibilities
Financial trouble	Drug seeking	Unhealthy friendships	Isolation	Inability to stop

4

TYPES OF ADDICTION

Alcohol	Gambling	Drugs <ul style="list-style-type: none"> • Prescriptions • Opioids • Anti-depressants, mood stabilizers
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5

OPIOID CRISIS

- 115 people die each day due to opioid overdose
 - Reasons
 - Unknown drug strength
 - Mixing of Fentanyl!
- Annual cost to the US of 78.5 billion per year
- Overdose is now the leading cause of death for people under 50

Opioid Overdose Crisis, 2018

6

OPIOID CRISIS

- Addiction rates in the US
 - Approximately 10% of the population has a drug addiction
 - Nurse addiction rates are the same
 - Factors for addiction include high stress work environment

Psychology Today, 2018

7

HEADLINES



8

WHAT'S DRIVING THE CRISIS

- Increased opioid prescriptions
- Pill mills
- Increased regulations
- Heroin as an alternative to opioids
 - Lower street cost than pills
- Education
- Pharma companies

9

HEADLINES

FLORIDA

Florida nurse treating COVID-19 patients dies from apparent drug overdose

10

HEADLINES

Two nurses died of overdoses inside a Dallas hospital. What went wrong?

The nurse lay in a bathroom stall, a syringe in her hand and track marks on her arm. She died from an overdose of fentanyl, a potent painkiller meant for patients. It was a rare accident two years ago at UT Southwestern's Clements hospital in Dallas. Until it happened again.



11

TREATING AN OPIOID OVERDOSE

- Narcan
 - IV
 - Give small doses at a time
 - 0.04mg per dose for controlled situation
 - 0.4 mg for unwitnessed arrest
 - IM
 - Intranasal
 - 1 spray = 4mg
 - Sub Q
 - ET

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HEADLINES

The Dirty Secret of Drug Diversion

By Lilly Chapa | 01 August 2017 | Print Issue: August 2017

Controlled substances were going missing at Hennepin County Medical Center (HCMC), and the hospital's security investigator, William Leon, was determined to get to the bottom of it. So, at 11 p.m. on a Friday, Leon settled in for a night of observation at the Level I trauma center in Minneapolis, Minnesota. He kept a trained eye on one registered nurse who was suspected of stealing hydromorphone, an opioid pain medication, for her personal use.

HCMC has cameras set up in the medication room to monitor controlled substances, and Leon watched as the nurse began gathering prescribed medication for a patient in the emergency department. The process, called wasting, requires the healthcare worker to take a fresh vial or syringe full of medication and then dispose of the excess, leaving only the correct dosage—all with a witness present. Leon observed the nurse dispense a syringe of hydromorphone from the medicine cabinet, and, while a fellow nurse was signing off on the withdrawal, she placed the syringe in her pocket and pulled out an identical syringe, which Leon later learned contained saline. The nurse held up the saline syringe and wasted the required amount, tricking her fellow nurse, and left the room.

13

HEADLINES

Registered Nurse Pleads Guilty to Drug Diversion Charge

Share Tweet LinkedIn Email Print

Department of Justice
U.S. Attorney's Office
District of Massachusetts



Co
06

FOR IMMEDIATE RELEASE
Monday, June 15, 2020

BOSTON – A Haverhill nurse pleaded guilty today in federal court in Boston to tampering with patients' morphine.

14

HEADLINES

DEA United States Drug Enforcement Administration

SEARCH FULL MENU

WHO WE ARE WHAT WE DO CAREERS RESOURCES SUBMIT A TIP GET UPDATES

May 18, 2021
Contact: Eric Mulvey
Phone Number: (212) 337-2906

For Immediate Release

Drug Enforcement Administration
Raymond R. Donovan
Special Agent in Charge
New York
@DEANewYorkOffice

Nurse Arrested for Stealing over 1,400 Vials of Fentanyl

MINEOLA, N.Y. – U.S. Drug Enforcement Administration Special Agent in Charge Ray Donovan and Nassau County District Attorney Madeline Singas announced today that a former North Shore University Hospital nurse was arrested today for allegedly stealing 1,407 vials of fentanyl and 223 vials of midazolam between October and December 2020.

15

SIGNS OF OPIOID DIVERSION

Higher amount of opioid dispensing

Frequent "forgetting" to have a waste witnessed

Misplaced meds

Replacing sharps containers

Patients in more pain than normal

16

HEADLINES

NATIONAL

Some Health Workers Suffering From Addiction Steal Drugs Meant For Patients

October 5, 2020 - 5:00 AM ET
Heard on All Things Considered

17

SIGNS OF NURSE ADDICTION

- Risky behavior
- Absences
- Simple Mistakes
- Inaccurate judgement
- Confusion
- Poor communication
- Poor documentation
- Slower than others
- Performance doesn't improve

18

SIGNS OF NURSE ADDICTION

- Unprofessional Communication
 - Aggression or hostility
 - Defensive
 - Inappropriate sharing
 - Flat affect
 - No eye contact

19

SIGNS OF NURSE ADDICTION

- Physical signs
 - Alcohol on breath
 - Irregular breathing
 - Stumbling/ clumsy
 - Pupils
 - Perspiration
 - Nodding off/ sleeping
 - Flushed face

20

CONFRONTING NURSE ADDICTION

- Document carefully interactions
 - Keep a record of incidences
- Prepare a plan for confrontation
- Request help from others
- Stick to job performance issues
- Expect denials
- Set expectations
 - Will report to Board of Nursing or the IPN

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CONFRONTING NURSE ADDICTION

- If caught actively diverting/ questioning usage at work
 - Facilities need a clear process
 - Call the supervisor
 - Call security
 - Do not allow the nurse to use the restroom, leave the department
 - Immediate drug testing
 - Possible notification of law enforcement

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NURSES IN RECOVERY

- Intervention Project for Nurses
 - Sets a treatment plan which involve the nurse, hospital, and the nursing board
 - May not be allowed to practice in their normal setting
 - May have restrictions on handling of drugs
 - Random and scheduled drug testing
 - Protected by the ADA
- Recovery is a long process

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STATE BOARD OF NURSING

- All but 2 states have rules regarding diversion (Montana and Illinois)
- Information on your states process can be found on the webpage
- Some states link to education, how to report, and links to intervention projects

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SUPPORTING A RECOVERING NURSE

- Be nonjudgmental
- Offer help with work
- Don't gossip with coworkers
- Watch for signs of relapse
- Remember, break the taboo, discuss events with coworker

25

IS IT DIVERSION?

- Is this a pattern of behavior
 - New onset of slurring, sloppiness etc
 - Question medical reason
 - Diabetes, stroke

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RECOMMENDED VIEWING

- HBO
 - The Crime of the Century
 - Explores Purdue Pharma and the role of the medical community on opioids
 - Warning: This Drug May Kill You
 - Follows families and their stories of addiction and recovery
- Netflix
 - Recovery Boys
 - Story of recovery of 4 men
 - The Pharmacist
 - A pharmacist investigates his sons death while struggling with filling huge quantities of opioid prescriptions
 - Heroin(e)
 - Examines the opioid crisis in West Virginia

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QUESTIONS?

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