

DRUG DIVERSION

Is your Facility at Risk?



**DANGER
SLIPPERY
SLOPE**



Common Risky Behaviours:

Attendance/Work Pattern Changes:

- Shows up when not scheduled for shift.
- Takes extended breaks during the shift, sometimes without telling colleagues and without explanation.
- Calls in sick frequently/uses other excuses to miss assigned shifts.
- Pattern of calling in sick before/after a weekend/multiple days off.

Physical Performance

- Alcohol-like odor on breath.
- Stumbles/staggers while walking.
- Changes in speech pattern (for example, slurred, fast, slow).
- Fumbles/drops equipment.

Cognitive Performance

- Forgets how to complete simple tasks.
- Makes inaccurate judgments regarding patient care.
- Exhibits confusion about directions or instructions.
- Unable to accurately communicate specific patient information with team members and/or patients.
- Inability to complete assigned tasks that others do adequately.
- Consistent inability to improve performance or conduct even with training or counseling.

Interpersonal/Social Performance

- Exhibits aggression or hostility towards patients and/or coworkers.
- Responds aggressively when provided performance feedback.
- Crosses professional boundaries through inappropriate sharing of personal information with patients.

Policy Adherence/Drug Diversion

- Loiters around medicine supply; insists on performing narcotic counts alone.
- Reports medication was wasted when it wasn't.
- Reports wasting more of a drug than seems likely. Inconsistencies between narcotic records and patients' medical charts for medications administered.
- Has no explanation for medicine withdrawals.
- Waits until alone to open narcotics cupboard and/or to draw up medication.
- Patients consistently complain that pain is not improving after receiving pain medication.
- Reports lost or wasted medications frequently.
- Fails to ensure observation or cosigning for narcotic wastage.
- Asks others to withdraw narcotics for his/her patients.
- Offers to cover other nurses' breaks to administer medications to their patients.
- PRN medications for a patient administered at higher frequency than other shifts.

