The last one to recognize they have a problem is often the one with the problem…

Yes You Can
SUBSTANCE ABUSE IN THE WORKPLACE

Objectives
• How to spread awareness of substance abuse in the workplace and alternative to discipline programs.
• How to relate to your audience. “How does this affect me?”
• How to remove the stigma of substance use disorder, and create a new culture of nurses.
• Explain what Yes You Can is and how it improves patient and nurse safety
In 1924, the deputy commissioner of the New York Police reported that 94% of all crimes were being committed by heroin addicts.

((www.nationaldrugscreening.com))

"Soldiers Disease"
• Analgesic

Medical Use
• Cough Suppressant
• Cure for Bronchitis and Tuberculosis
• Non-addictive

Named after feeling it gave
Completely illegal after 1924 Heroin Act passed

JUST SAY NO!

War On Drugs

U.S. Drug Addiction Rate: 1975 - 2010

U.S. Drug Expenditure: 2000 - 2010

$1.5 TRILLION
Three-fourths, or 76 percent, of people with a drug or alcohol problem are currently employed.

Substance Abuse and Mental Health Services Administration (SAMHSA)
Take A Pill

- No evidence that opioids are effective for long-term treatment of chronic pain.
- "Safe and effective" use of opioids for chronic pain is an invalid concept.
- No evidence that these can be used safely
- No evidence that they can be used effectively
- Epidemiologic studies have shown that those on chronic opioid therapy have worse quality of life than those with chronic pain who are not.


Prescription Drug use is the second most abused (illicit) substance in the United States behind only marijuana.

How Could They?
Really?

ADA does recognize addiction as a disease.

-Opiates, Benzos, Alcohol = Chemicals that are MIND ALTERING substances that can, and will, result in long lasting changes to brain.

DAMMAGED

Repeated heroin (opiod) use changes the physical structure and physiology of the brain, creating long-term imbalances in neuronal and hormonal systems that are not easily reversed. (NIDA)
It Keeps Going, and Going, and Going, and….  
-Chronic and Progressive  
-Only 3 possible outcomes…….  
-Jails  
-Institutions  
-Death
No, seriously though

Rationalizations... *(excuses)*
★ “They don’t really need it”
★ “They’re getting a script anyway”
★ “Man, I am such a better nurse!”

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IMPAIRMENT

An inability to function at an acceptable level of competency or an to continue to practice with the requisite skill, safety and judgement as a result of alcohol or chemical dependency, psychiatric or emotional disorder, senility or a disabling physical disorder.

*New Jersey Board of Nursing Laws, posted 7/8/09*

How Can You Relate?
No......Really?

Primarily characterized by
Compulsion
Lack of Control
Continued use of the substance despite
devastating consequences
8.3 oz...

12 oz...

16 oz...

20 oz...

COCA-COLA SYRUP & EXTRACT

For Soda Water and other Carbonated Beverages.

The "RELIEVING DESSERT" and "Energizing Drink" contain the delicious flavor and taste of Coca-Cola.

Attributable to over 110,000 deaths a year

Scope of the Problem

Attributable to over 110,000 deaths a year
Scope of the Problem

It is estimated that 8-20% of health care professionals abuse alcohol or other drugs (ANA).

Of the 115,000 in New Jersey, 9,200 to 23,000 are abusing alcohol or other drugs.

Of the 4 million nurses in the United States, 313,000 to 783,000 would abuse alcohol or other drugs.

Why Nurses?

ADDICTION HIDES BEHIND A MASK

100% confidential
1-800-273-8255
This call could save your life.

Yes

Occupational hazard
Intervention required
Patient safety paramount
Requires special monitoring

No

Estimated 8-20% of nurses use and abuse (ANA)
Same as general population, but reported less frequently
Results are the same

Are We Any Different?
We Know Better

The Hidden trap, which any nurse can fall prey to is that our education and experience in safely and effectively medicating patients somehow qualifies us to safely and effectively self-administer the same substances. These thoughts may sometimes meet with little or no resistance... The illusion that one's knowledge about addictive substances serves as a barrier or vaccine against becoming addicted actually serves to increase, rather than decrease our risk.

(emphasis added)

-Paula Davies
Unbecoming A Nurse

Not Nurses?

✓ Judgemental?
✓ Rationalize?
✓ Better than?

The one with the problem is often the last one to recognize there is a problem....

No, Not Her?

Tendency to self diagnose and self medicate
Nursing environment allows accessibility to narcotics
Nursing Negative attitude toward addictions
No, Not Him?

Higher rates with ED and Psychiatric Nurses
Higher rates of smoking in Psychiatric Nurses
Significantly Higher rates in Critical Nurses
Oncology more likely to binge drink
General pediatrics, women’s health, school & occupational health least likely to report SUDs
CRNA’s 15% (Srinivasa & Storr 1998)

But How??

Improper removal from floor stock, waste, patient med supply for nurses personal use...

DIVERSION

The last one to recognize they have a problem is often the one with the problem....
What to Look For

Things To Know

- Graduate in top 25% of class
- Hold advanced degree
- Described as very intelligent
- Occupy demanding positions at work
- Highly respected by peers
- Described as "one of my best workers"
- High productivity at work
- Works long hours and often "picks up the slack"

Well... Duh!!

- Slurred Speech
- Diminished alertness/confusion
- Unkept...
- MIA
No Not Him....

“Dedicated” worker always volunteering for overtime, stays late, medicates...

What? You Don’t Trust Me?

Something's Different?
Emotional/verbal “snappy” behavior changes
Long sleeves, warm weather
Not Just Physical

Excessive PRN's

Q4

Q6
Getting Sloppy
altered md orders/phone orders
ex: Oxycodone IR instead of Oxycodone CR

INEFFECTIVE PAIN RELIEF IN PATIENTS

We’ll fix it
Excessive med errors
Numerous corrections

What Are You Going to Do About It?
I’m not a Rat!

“Code Of Silence”

➢ Loyalty
➢ Guilt
➢ Fear

Talk TO that person not ABOUT that person...

The last one to recognize they have a problem is often the one with the problem....
I'm Just Trying to Help..

1. Accepting nurse's responsibilities and duties
2. Avoiding, withdrawing from situation
3. Denying condition, minimizing severity of problem
4. Protecting the nurse from consequences of using by lying or protecting the nurse's image
5. Believing the nurse can control use and behavior
6. Accepting nurse's rationalizations, excuses.
7. Enduring the behavior

WE ARE AWESOME!!

Nurses do all the wrong things……

For all the right reasons….

Nursing Code of Ethics

Provision 3
The nurse’s duty is to:
1. Take action to protect the patient, the public and the profession from harm
2. Extend caring and compassion to colleagues throughout process
3. Advocate for appropriate assistance
4. Including support for return to practice for those who are ready

Interpretive Statement 3.5 & 3.6 (2015 Update)
Nursing Code of Ethics

3.6 addresses Impaired Practice
Be alert to and take appropriate action in all instances of incompetent, unethical, illegal, or impaired practice or actions that place the rights and best interests of the patient in jeopardy.

But How?

Be alert means clarify the facts when you have a concern about a team member’s performance

Assess the risk and consider your ethical responsibility and obligations under the law

Employ organizational policies or contact the board of nursing in a timely way

Have You Ever Heard of ...........?
**HOW KNOWLEDGABLE ARE YOU OF RAMP?**

A. Very Knowledgable (7%)

B. I am aware of RAMP, but need further education.

C. I never heard of RAMP. (62%)
Yes You Can

539 current participants (July, 2017)
282 new members past year alone
311 members are currently employed?
113 graduates over past year
36 NSFG meetings statewide

Yes You Can

1195 current participants (July, 2017)
1019 new members/referrals past year
751 members are currently employed?
227 graduates over past year
114 NSFG meetings statewide

The “Message”

➔ Addiction = A Disease
➔ Nursing Professionals = NO IMMUNITY
➔ Denial = Chief Symptom
➔ Denial = Obstacle of Tx

Yes You Can
"The Message"

Nursing Professionals

WON'T SEEK HELP
Intervention is necessary

Yes You Can!

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Yes You Can

- Nursing Professionals are different
- Treatment Works!!!
- Outcomes Are Favorable
- Monitoring is Critical

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SUCCESS...

73%
It could happen to anyone...
Jails...

Institutions...

Make it personal *before* it becomes personal
Substance Abuse Among Registered Nurses

References

References
