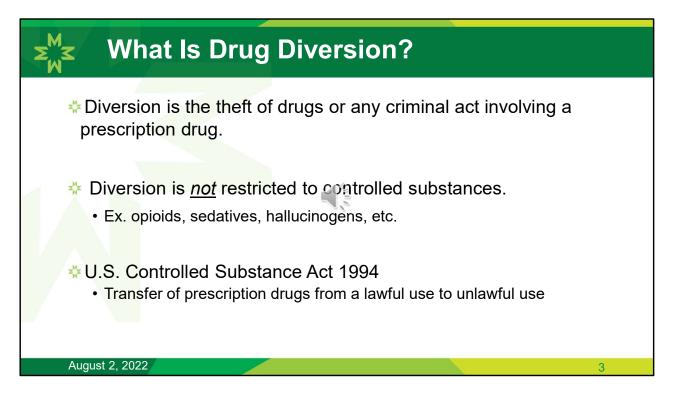




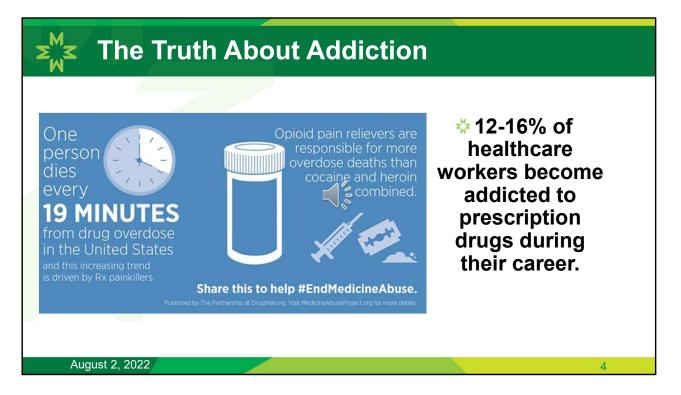
The purpose of this educational module is to define what drug diversion is in healthcare, how it impacts patient safety, the organization, and the community, the signs of someone who may be diverting drugs, and to understand your role and the organization's responsibility for preventing drug diversion.



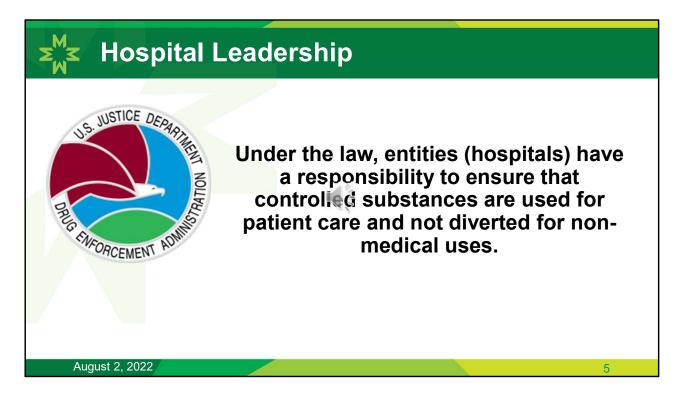
So what is drug diversion?

Diversion is the theft of drugs or any criminal act involving a prescription drug. Diversion is not restricted to just controlled substances. Some noncontrolled medications, such as gabapentin, propofol, and cough syrups have been diverted.

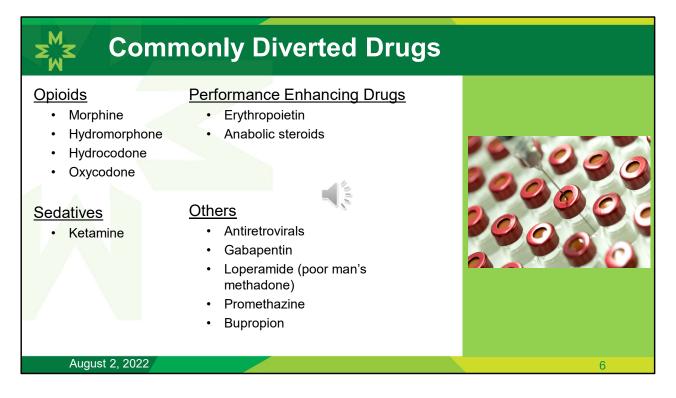
The Controlled Substances Act places all drugs regulated by federal law into one of five schedules based on the substance's medical use, potential for abuse, and safety or dependence liability. It establishes that the transfer of prescription drugs for an unlawful use may be punishable by fines or prison time.



It is estimated that 12-16% of healthcare workers will become addicted to prescription drugs during their career.



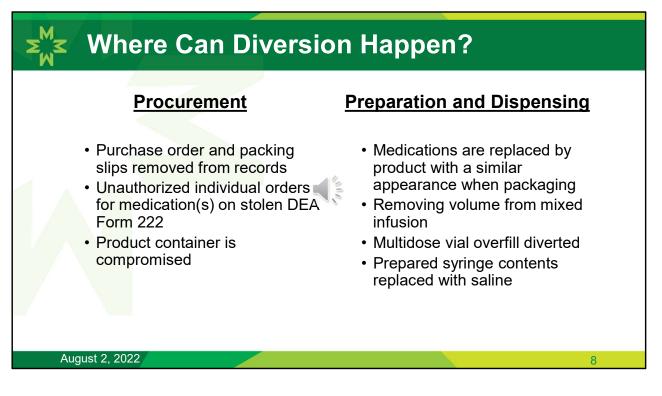
Hospitals have a responsibility to ensure that controlled substances are used for patient care and not diverted for non-medical uses.



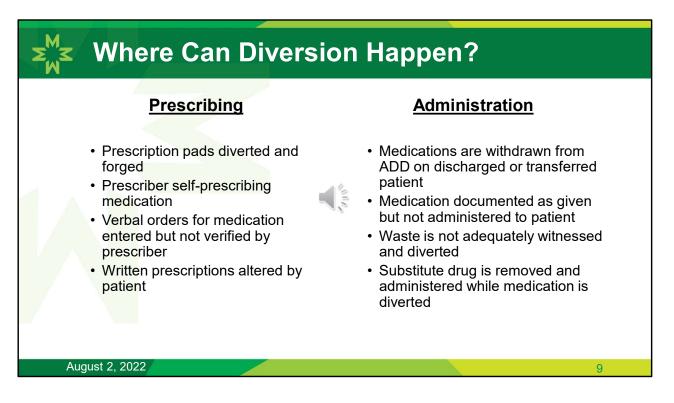
This slide contains a list of drugs that are commonly diverted. In addition to drugs normally thought of for diversion, such as opioids and sedatives, some less commonly considered medications are erythropoietin and other performance enhancing drugs, loperamide, promethazine, and bupropion.



Any person from any area of the organization may have an opportunity to divert drugs.



There are many areas in the healthcare setting for diversion to be possible. At the stage of purchasing drugs, invoices or packing slips can be removed from the facility records, making the diversion difficult to trace. Stolen order forms are another potential avenue for diversion. During medication preparation or dispensing, some or all of the drug may be diverted and potentially replaced with another medication.



Diversion can occur when when prescription pads are stolen or forged. Additional ways that drugs could be diverted are if a prescriber is self-prescribing medications, a practitioner enters verbal orders that were not actually issued by the provider, or a patient alters a prescription.

When administering drugs, a medication could be removed on a discharged patient, documented as given to the patient but not actually administered, diverted during the wasting process of a medication, or another drug is administered while the medication is diverted.



Diversion can happen anywhere that medications are located.

צא ^M Why Do People Divert?		
Opportunity is the only aspect that we can con	Pressure Opportunity Rationalization	
August 2, 2022	11	

There are many reasons that individual can divert. The opportunity to divert is the only aspect that we can control.

Drug Diversion – A Case Story #1

- A discrepancy report was generated from the Pyxis machine. According to the report, 10 tablets of a controlled substance were missing from the Pyxis.
- The report was not addressed in a timely manner.
- The next day a diversion investigation was started.
- Pulling together the nursing and pharmacy staff, it was determined that the discrepancy report was a counting (human) error on the part of the staff.



August 2, 2022

Drug Diversion – A Case Story #1

What could have happened?

 Had the drugs not been located, the staff who had accessed the Pyxis both before and after the discrepancy report was generated would have been investigated, potentially drug tested and potentially suspended for the duration of the investigation.

What should have happened?

• The discrepancy should have been reported immediately. The drugs should have been recounted by nursing and pharmacy staff at the time that the discrepancy report was generated.

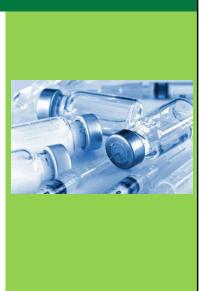
August 2, 2022



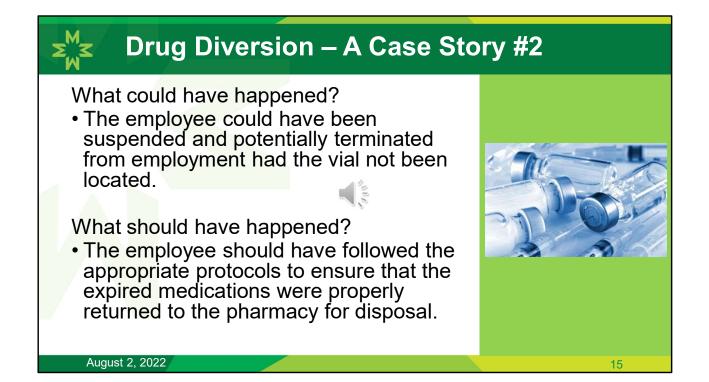
Drug Diversion – A Case Story #2

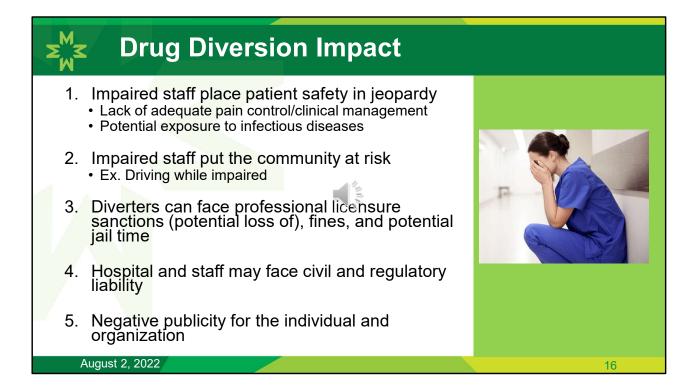
- A drug was pulled from the Pyxis because it had reached its expiration timeframe.
- The vial was placed in the employee's pocket to be transported back to the pharmacy to be disposed of according to protocol.
- The reconciliation report was not appropriately addressed at the end of the shift.
- The vial left the building in the employee's pocket.
- When called, the employee was able to locate the vial and return it to the pharmacy.

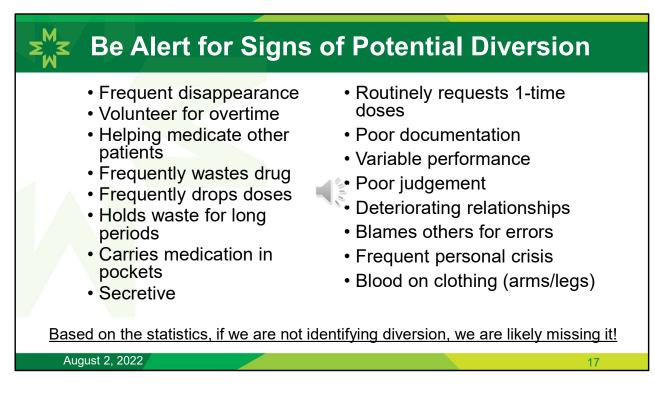
August 2, 2022



14







Be alert for signs of potential diversion. Potential signs include: (read list)

If we are not identifying diversion, we are likely missing it.

Signs of Impairment

Behavioral

- Increasing isolation from coworkers and social avoidance at work
- Frequent illness, accidents, emergencies, tardiness
- Complaints from others about poor work performance
- Moody, depressed, irritable, suicidal threats
- Frequent trips to the bathroom, locker room, unexplained absences, long lunches
- Illogical or sloppy charting

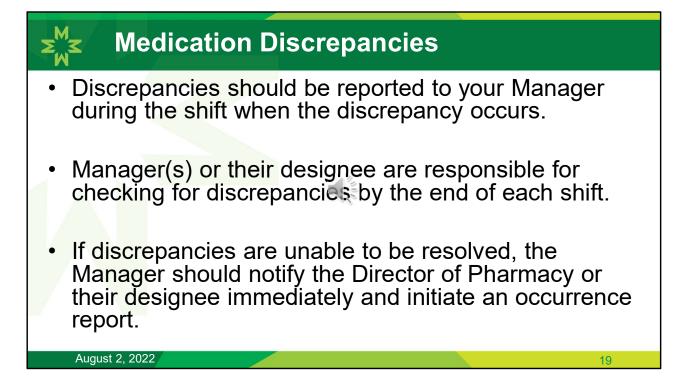
Physical

- Shakiness, tremors, slurred speech, sweating, unkept appearance
- Wearing long-sleeve clothing even in warm environments

August 2, 2022

Signs of diversion impact include: (read list)

18





If you suspect diversion, you should first notify your manager. Your manager should then report the diversion or potential diversion to the Director of Pharmacy. Lastly, you could call the Compliance Line to make a report.

Reporting your suspicions could save someone's life.