FROM IMPAIRMENT TO EMPOWERMENT

Dealing with Substance Use Disorder in the Nursing Profession

Presented By:
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OUR INTENTION

- Get the conversation started!

- Promote healthier conversations and informed responses for coworkers, managers, administrators, and educators regarding nurses who suffer from substance abuse, substance use disorder (SUD), aka addiction.
FROM IMPAIRMENT TO EMPOWERMENT

- Intentions
- Addiction as a Disease
- Addiction & Nursing
  - Attitudes
  - The Perfect Storm
- In the Work Place
  - What to look for
  - What to do about it
  - Education
- Addiction, an Epidemic
- Hope for the Future
- Starting the Conversation
- Summary & Take Aways
LEARNING OBJECTIVES

- Intentions
- Addiction as a Disease
- Addiction & Nursing
  - Attitudes
  - The Perfect Storm
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At the end of this session participants will be able to:

- Identify 4 primary resources to appropriately address substance abuse in the workplace.
- Use the BAAA attributes to observe and reference consistent and inconsistent work performance.
- State the statistical estimate for SUD in the nursing population and the general population.
- List three or more resources to provide recovery support in dealing with SUD.
TERMS FOR THIS PRESENTATION

*Used interchangeably:*
- Substance use disorder
- SUD
- Addiction
- Drug dependence

*“Using” refers to:*
- Drug use
  - Alcohol is categorized as a drug
YOUR INTENTION

► What got you in your chair today?
  ► What do you want from this presentation?

► Call to action: What is one thing you can do better regarding substance use disorder in nursing?
POP QUIZ

Do you know a Peer Patient Relative Friend Acquaintance who is drug dependent?
“Addiction is a disease — a treatable disease — and it needs to be understood.”

Nora Volkow, NIH
SILENCE
THE ELEPHANT IN THE ROOM
Studies have revealed that substance abuse among nurses begins before or while they are in school and that abuse of prescription drugs appears to be especially common (Monroe, & Pearson, 2009).

Nurses generally misuse drugs and alcohol at nearly the same rate (10 to 15 percent) as the rest of the population. (NCBSN, 2011).

To ensure the health and welfare of the nursing profession, care and attention must be given to the student nurse substance use disorder issues. (NCSBN, 2011).
WHY AREN’T WE TALKING ABOUT IT?
Addiction

1. a primary, chronic, neurobiological disease, with genetic, psychosocial, and environmental factors influencing its development and manifestations.

"Due to her addiction Sally was driven to divert drugs."
A disease has identifiable signs and symptoms.
- A disease has a predictable course and outcome.
- A disease’s condition or manifestations are not caused by volitional acts.
- Addiction is comparable to other chronic diseases in terms of treatment compliance and outcome.

Hazelden
WHY?

- We THINK it’s a conscious choice, yet for some, it becomes a compulsion.

- Alcohol and drugs change the brain - they change its structure and how it works. These brain changes can be long lasting, and can lead to the harmful behaviors seen in people who abuse drugs.

DISEASE

- Organ
- Defect
- Symptoms
ADDICTIVE BEHAVIORS

SUD involves 2 or more of following over 12 months

- Impaired control over use
- Compulsive use
- Continued use despite harm
- Craving
THE REALITY OF ADDICTION
GENETIC PREDISPOSITION

- Why do some people become addicted, while others do not? Studies of identical twins indicate that as much as half of an individual's risk of becoming addicted to nicotine, alcohol, or other drugs depends on his or her genes.

Source: National Institute on Drug Abuse
http://www.drugabuse.gov/publications/topics-in-brief/genetics-addiction
NATURE VERSUS NURTURE
DYNAMICS OF ADDICTION

- Down regulation
- Regulates and compensates
- Initially voluntary
- Leads to problems with impulse control
GLUTAMATE
ATTITUDES IN NURSING

When I grow up, I want to be an addict!
BEN’S STORY
SO WHAT IF IT’S YOU, OR SOMEONE YOU KNOW?
DISPARITY IN TREATMENT
THE PERFECT STORM

- **Characteristics**
  - Care-taker tendencies
  - History of abuse
  - Flimsy Boundaries

- **Environment**
  - Culture
  - Opportunity
SIGNS OF CHEMICAL DEPENDENCE

- Cognitive impairment
- Excessive tardiness or absenteeism
- Mood swings
- Appearance changes
- Increase in personal problems (such as financial difficulty or divorce).
- Increase in physical complaints
- Dilated or pinpoint pupils
- Excessive weight loss or gain

- Asking physicians for prescriptions
- Colleagues noting opioids missing in the workplace
- Isolation from work-related social events
- Spending excessive time around opioids
- Working too many hours (for greater access to opioids or to avoid withdrawal symptoms)

Addiction in the Workplace
What To Do About It

The Four Principals
Principles

1. NCSBN Manual (National Council of State Boards of Nursing)
2. Nurse Practice Act
3. Your State’s BON (Board of Nursing)
4. HR (Legal)
AVOIDANCE OR PREPARATION

- Preparation
  - Education
  - Binder

- Rubber meets the road
  - Check – in (pre-emptive)

- Confrontation
BAAA The Power of Observation

- Behaviors
- Attitude
- Achievement
- Attendance

From John Southworth of Southworth Associates
CHECK - INS

RN, Kathleen Bartholomew's

DESC MODEL

- Describe
- Explain
- State
- Consequence
PREPARATION BINDER

Resource Sections
1. Four Principles
2. Agency’s Mission – Vision - Protocols
3. Education
   - Calendar
   - Topics
4. Staff Packet
EDUCATION IN THE WORKPLACE
WHAT DO YOU DO?
WHAT ELSE?

- On site support
- Mentoring
- Staff meetings
- EAP
- Seminars
- Online education
- Lunch & learn
- Poster presentations
OUTSIDE RESOURCES
(CHECK WITH HR)

- Nurse Practice Act
- Monitoring Agencies
- Peer Support Groups
- Attorney
- AA/NA or other 12 step groups
SUD HAS BECOME AN EPIDEMIC
EPIDEMIC

epiˈdemik/  

adjective
1. of, relating to, or of the nature of an epidemic.  "Addiction has reached epidemic proportions."

Synonyms: rife, rampant, widespread, wide-ranging, extensive, pervasive
In 2011, the Centers for Disease Control and Prevention has classified prescription drug abuse as an epidemic...data show that nearly one-third of people aged 12 and over who used drugs for the first time in 2009 began by using a prescription drug non-medically.

- Nearly two-thirds of American families have direct experience with alcohol or drug addiction.
- In 2011, an estimated 2.5 million Americans aged 12 or older were illicit drug users.
- Opioid pain relievers are responsible for large increases-450 percent, in the number of visits to emergency rooms.
"Fifty Americans die a day from prescription drug overdoses, and more than 6 million suffer from prescription drug abuse disorders. This is a very real epidemic—and warrants a strong public health response.”

~Andrea Gielen, ScD, Director of the Johns Hopkins Center for Injury Research and Policy.

Nationally, sales of prescription painkillers per capita have quadrupled since 1999—and the number of fatal poisonings due to prescription painkillers has also quadrupled. Enough prescription painkillers were prescribed in 2010 to medicate every American adult continually for a month.

~Centers for Disease Control and Prevention (CDC)
Hope for the Future

HIRING

MONITORING

RECOVERY BASICS

DETOXING & DENIAL
OUR CHALLENGE

TO STOP THE CYCLE OF SHAME, BLAME & COMMIT TO HEALING

MY CALL TO ACTION IS...
STARTING THE CONVERSATION

YOUR TURN

Successes

Challenges

Questions?