

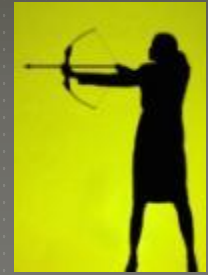
FROM IMPAIRMENT TO EMPOWERMENT

Dealing with Substance Use Disorder in
the Nursing Profession

Presented By:

Carrie Morgan & Karolyn Crowley, RN


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
- ▶ 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

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 AS A DISEASE

**"Addiction is a disease — a
treatable disease — and it needs
to be understood."**

Nora Volkow, NIH

SILENCE



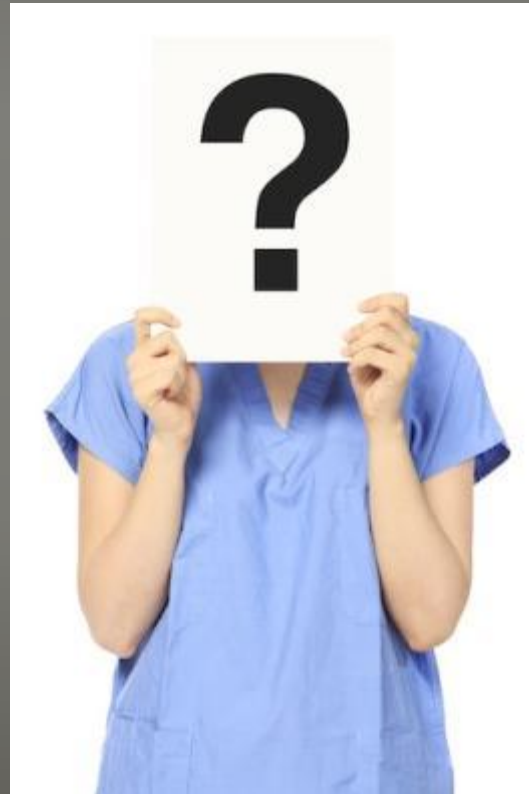
THE ELEPHANT IN THE ROOM



STATISTICS

- ▶ 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

ad·dic·tion

ə' dɪkʃən/

noun

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. "

ADDICTION AS A DISEASE

- ▶ *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.

Source: <http://www.drugabuse.gov/publications/drugs-brains-behavior-science-addiction/drug-abuse-addiction>

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

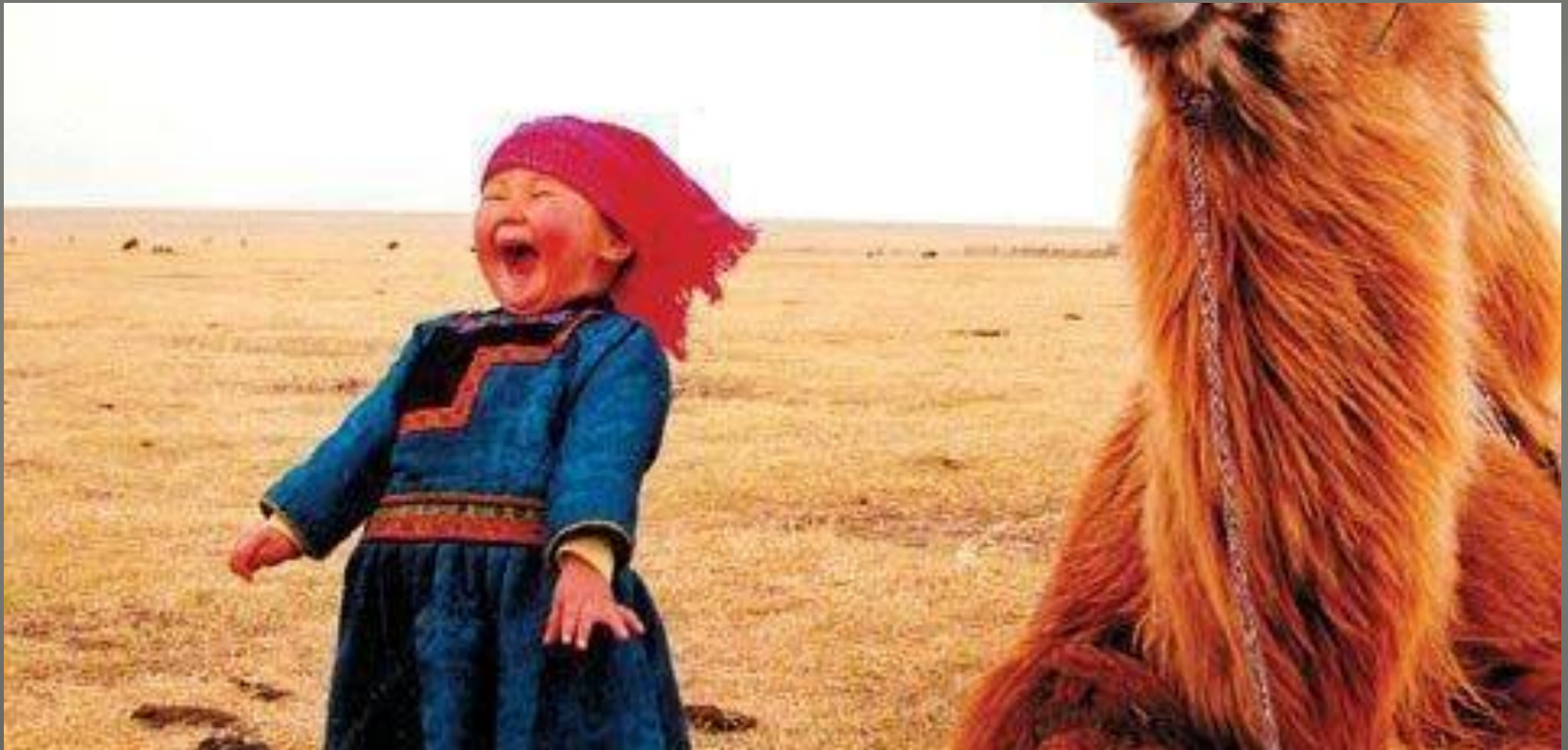


DYNAMICS OF ADDICTION

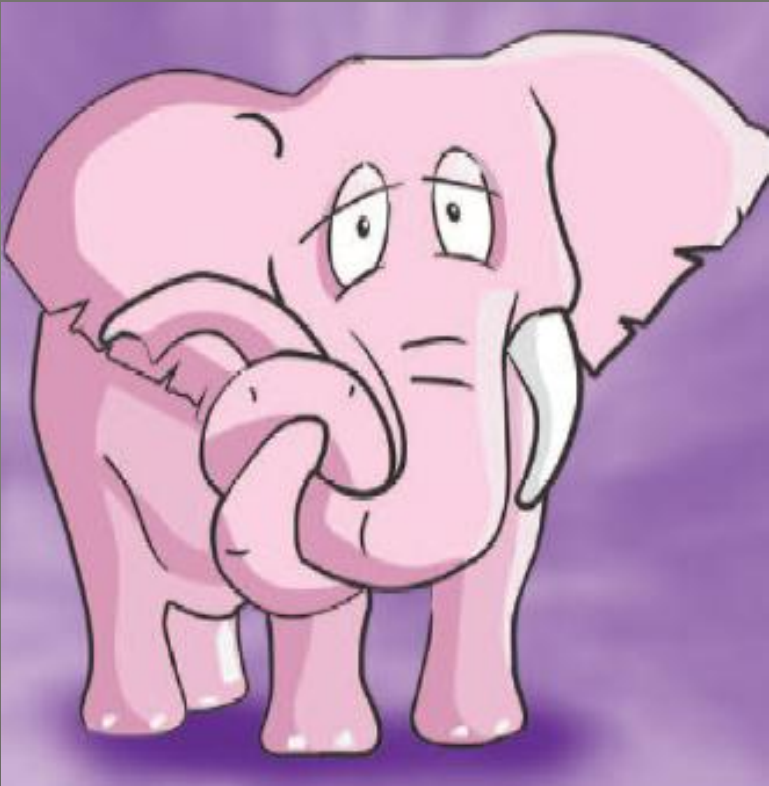
- ▶ Down regulation
- ▶ Regulates and compensates
- ▶ Initially voluntary
- ▶ Leads to problems with impulse control



DOPAMINE



GLUTAMATE



ATTITUDES IN NURSING



BEN'S STORY



SO WHAT IF IT'S YOU, OR SOMEONE YOU KNOW?



DISPARITY IN TREATMENT



THE PERFECT STORM

▶ *Characteristics*

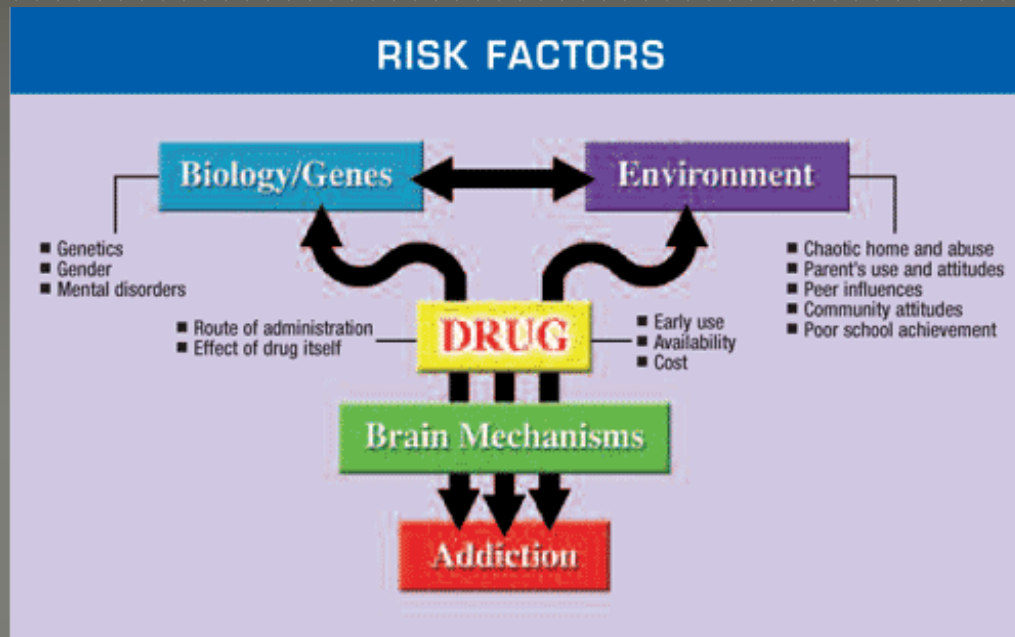
- ▶ Care-taker tendencies
- ▶ History of abuse
- ▶ Flimsy Boundaries



▶ *Environment*

- ▶ Culture
- ▶ Opportunity





Source: <http://www.drugabuse.gov/publications/drugs-brains-behavior-science-addiction/drug-abuse-addiction>

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)

(Angres, Talbott, & Bettinardi-Angres, 1998).

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)

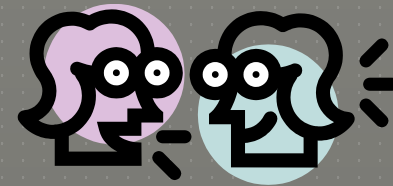
AVOIDANCE OR PREPARATION

- ▶ Preparation

- ▶ Education
- ▶ Binder

- ▶ Rubber meets the road

- ▶ Check – in (pre-emptive)



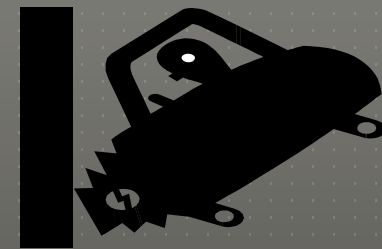
Options

Options

Options

Crisis

- ▶ Confrontation



CHECK INS



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

ep·i·dem·ic

epi ' demik/

adjective

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

Synonyms: rife, rampant, widespread, wide-ranging, extensive, pervasive

STATISTICS

- ▶ 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.

STATISTICS

- ▶ "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)



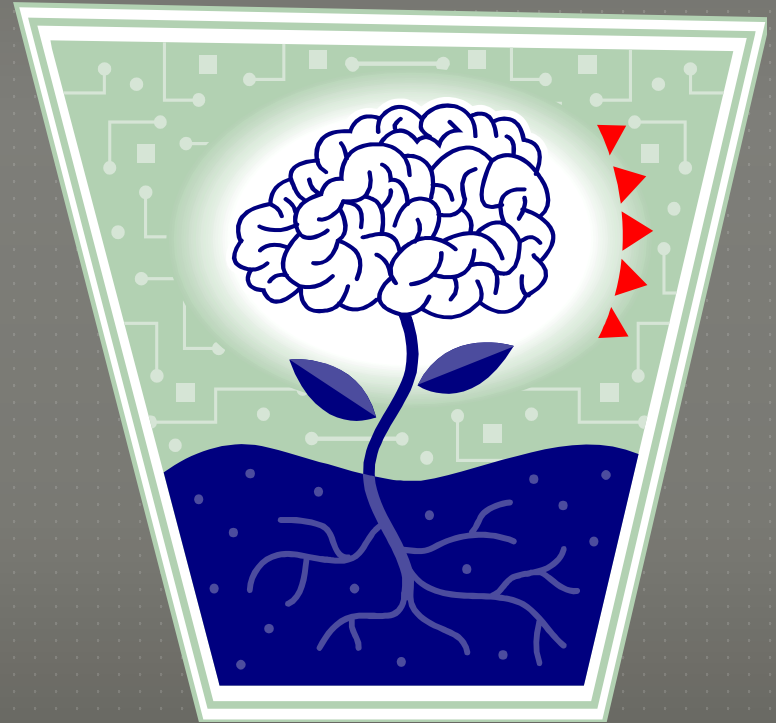
Hope for the Future

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?

WE



Karolyn (KC) Crowley

Carrie J. Morgan

208.631.4117

208.484.9839

karolyn@insightsupportgroups.com

carrie@carriemorgan.com

www.insightsupportgroups.com

www.carriemorgan.com