



WHAT TO DO IF YOU SUSPECT A COLLEAGUE IS DIVERTING DRUGS

CANA WELLNESS COMMITTEE

JEWELL MORRIS, NAR AMANDA FARRIS, NAR CARLOS CAMARA, CRNA DIANNA HEIKKILA, CRNA CHUCK GRIFFIS CRNA

LEARNING OBJECTIVE

- Discuss actions to take in the event you suspect a colleague is diverting controlled drugs in clinical practice

FIRST STEP: WHERE CAN I FIND INFORMATION ABOUT WHAT TO DO TO HELP?

- CRNA Training does not prepare us for helping colleagues with SUD
- AANA has people, documents, and facts that can help
- AANA Peer Assistance Panel works on issues of SUD and its impact
- State Peer Advisors (Chuck Griffis, CA) will listen, and help get you in touch with helpful resources. Contact CANA and cgriffis55@gmail.com.
- CALL the AANA Help Line 24/7 staffed with SUD experts

• **800 654 5167**

CONTACT CANA

- info@canainc.org
- CANA Wellness Committee
- State Peer Advisor (SPA), Chuck Griffis, cgriffis55@gmail.com
- SPA provides information in SUD care, intervention, resources and referral
- Main action is to contact the AANA Helpline

• **800 654 5167**

AANA HELP LINE AND PARKDALE CENTER

- AANA and Parkdale Center for Professionals---collaborative agreement
- 24 hr live answer AANA Peer Assistance Helpline staffed by addiction professionals [800-654-5167](tel:800-654-5167)
- Enhance quality of support offered
- Improve access to care by a validated treatment provider specializing in health care providers special needs
- Formalized collaboration with AANA on education, outreach, resources



AANA ON-LINE RESOURCES

- [AANA.com](#)>>
- [Membership](#)>>
- [Peer Assistance](#)>
 - Peer Assistance Panel
 - [SUD Information and Resources](#)
 - Peer Assistance FAQs

AANA SUBSTANCE USE DISORDER FOR ANESTHESIA PROFESSIONALS¹

- Document provides extensive overview of SUD---prevention policies like drug testing; identifying signs, sx; intervention; treatment; helpful policies; and re-entry to workplace
- AANA.com>Membership>Peer Assistance>Substance Use Disorder
- Find link to this document in first paragraph of the webpage
- Email cgriffis55@gmail.com, will send you a copy

¹Addressing Substance Use Disorder for Anesthesia Professionals AANA, Park Ridge IL, 2021



WHAT DO I DO?

- You have a suspicion—document your concerns carefully
- Contact the AANA Help Line, discuss concerns with an expert
- California is not a mandated reporting state
- Consider reporting concerns to supervisor, depending on the situation, the setting and on-going discussions with Help Line experts

CONDUCTING A SAFE INTERVENTION

- Contact key individuals and plan the intervention with expert help
- Do not confront the person on your own---there could be a negative response, including violence against you or self-harm or suicide by the person
- Gather evidence---Review work behaviors & performance evaluations. Analyze utilization of controlled substances. Document changes in appearance, suspicious behaviors, include dates and times. Collaborate with other depts (surgery, nursing, pharmacy) to gather evidence. Other evidence as recommended by Help Line experts.

ASSEMBLE AN INTERVENTION TEAM

- **IF** Evidence indicates SUD---intervene, remove from clinical practice
- Team: trained intervener if possible or follow advice
- Colleagues in recovery if applicable
- Supportive family, friends, colleagues
- Clinical supervisor
- Administrative supervisor
- Representatives from HR or EAP if appropriate
- Security personnel if there is a particular concern

INTERVENTION

- Invite the individual into an intervention meeting---do not let the person out of your sight....panic may drive self-harm
- Have a treatment facility bed ready and reserved---use Help Line
- Have a plan to physically accompany individual to treatment facility **DO NOT LEAVE THEM ALONE**
- Discuss and present evidence in calm, supportive, care-seeking manner
- Do not allow individual to refuse treatment---they are sick and this treatment is tailored to save their lives!
- Only if all else fails and you fear for their lives, may threaten to call police

CHALLENGES OF RECOVERY FOR ANESTHESIA PROFESSIONALS

- Due to drug knowledge and access, special needs---28 inpt /90 days tot
- Programs approved by nrsng board
- ASAM¹ certified program
- Eval by boarded addictionist
- Testing for neuropsychiatric sx and status
- Medically supervised detoxification
- Treatment for mental health co-morbidities
- Emphasis on long-term 12-step model of abstinence-based recovery
- Evaluation of suitability for return to anesthesia practice

¹American Society of Addiction Medicine

KEEP THIS INFORMATION AVAILABLE

- You think you'll never need it...but
- 10-15% of us have SUD hx
- You don't need this information--- until one day you do
- SUD tx is not our area of expertise
- But CANA and AANA can put you in touch with experts to guide you
- How to save the life of your colleague
- If you see something, say something, take action and save these slides

CONCLUSIONS

- If you see something, say something—you are trying to save lives
- Consult with experts to help you in this challenging, emotionally-fraught situation
- Confronting the individual yourself may do more harm than help
- CANA and AANA can put you in touch with experts to help you
- CA State Peer Advisor, Chuck Griffis cgriffis55@gmail.com
- info@canainc.org
- Aana.com>membership>peer assistance

CALL AANA Help Line

800 654 5167



Thank you for your
attention