



RANCHO LOS AMIGOS

NATIONAL REHABILITATION CENTER

**POLICY AND PROCEDURE MANUAL
PHARMACY SERVICES**

CODE: 9.21.0

DATE: 3-26-08

REVISED: 4/19/22

SECTION: **PERSONNEL RELATED POLICIES**

APPROVED: Tinh Tran, Pharm.D.

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SUBJECT: IMPAIRED EMPLOYEE AND DRUG DIVERSION

POLICY

Action to be taken to protect the public when an employee is known to be chemically, mentally, or physically impaired to the extent that it affects his or her ability to practice the profession or occupation authorized by his or her license or is discovered or known to have engaged in the theft, diversion, or self-use of dangerous drugs (B&PC 4104[b]).

PROCEDURE

- 1 When an employee is known to be chemically, mentally, or physically impaired to the extent that it affects his or her ability to practice the profession or occupation authorized by his or her license, or is discovered or known to have engaged in the theft, diversion, or self-use of dangerous drugs, that employee will be immediately removed from his or her duties.
- 2 The employee will be assessed by a Pharmacy manager and if need be, further assessed by Occupational Health Services (OHS). Human Resources will be notified and a course of action determined. Theft, diversion, or self-use of dangerous drugs will be reported to Safety Police and a police report or number obtained for future reference.
- 3 A determination will be made as to the cause of the impairment or theft, diversion, or self-use of dangerous drugs and action taken to protect our facility's patients as well as the employee according to DHS P&P; Impaired Employees and Drug Diversion-Reasonable Suspicion Testing, Policy No: 747.200 and the Employee Evaluation and Discipline Guidelines. The Board of Pharmacy will be notified within 14 days once a determination is made that the employee was impaired or diverted drug(s).
- 4 The pharmacy manager will follow B&PC 4104 and keep the event records for a period of three years.

Reviewed: 7/29/2014bdk, 12/26/2018bdk, 4/19/2022 TT

Approved By: *Ben Arndt*