



Department of Pharmacy POLICY AND PROCEDURE

POLICY NUMBER: 901
VERSION: 3

SUBJECT: Impaired Employees and Drug Diversion

PURPOSE:

To establish and communicate High Desert Regional Health Center Pharmacy prohibits pharmacy employees to use drugs and alcohol in the workplace and will provide a safe and healthful environment for patients, workforce members, and guests.

To ensure pharmacy employees are not chemically, mentally, or physically impaired to the extent that it affects their ability to practice their profession or occupation as authorized by their license, certificate, registration or permit and to prohibit the theft, diversion, or self-use of drugs by workforce members.

POLICY:

The abuse of drugs, including alcohol, by all workforce members is prohibited because it adversely affects health, safety, security and productivity as well as public confidence and trust. Workforce members are prohibited from using, possessing, selling or being under the influence of alcohol or illegal drugs within High Desert Regional Health Center Pharmacy or other assigned worksites. The use of prescribed drugs or over-the-counter drugs to any extent that impairs safe and effective performance while on duty is also prohibited.

Any pharmacy employee required to take a drug that may have a potential to impair the workforce member's ability to carry out his/her job responsibilities as part of a medically prescribed treatment program must provide his/her supervisor with a statement from the physician that the drug, when taken as prescribed and directed, will not interfere with the safe operation of High Desert Regional Health Center Pharmacy or cause a negative impact on that employee's ability to carry out his/her duties. In the case that the employee's ability to perform his/her duties may be impaired, that employee may be placed on a temporary job modification assignment until the employee has completed his/her medical treatment plan.

Any Pharmacy employee required to possess a valid license, certificate, registration or permit to perform his/her profession, who is employed by High Desert Regional Health Center Pharmacy, and is determined to be chemically, mentally, or physically impaired, or is discovered or known to have engaged in theft, diversion, or self-use of dangerous drugs shall be reported to the California Board of Pharmacy with 14 days of the incident.

Please refer to DHS policy no: [747.200](#) for further procedures.

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Approved By: Romina Panoussi (PHARMACY SERVICES CHIEF II)	
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