

MINIMIZING DRUG DIVERSION
Best Practices for Successful Drug Diversion Prevention

Presented By: Jill Nowacki, RN, BSN & Beth Husted, PharmD, R.Ph., BCMTMS

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ABOUT US

Jill Nowacki
Regional Vice President of Wellness Operations

Beth Husted
Director of Pharmacy

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Todays Topics

- Statistics & Impact
- Drug Diversion Types
- Warning Signs & Red Flags
- Tools and Best Practices
- Direction for Investigation

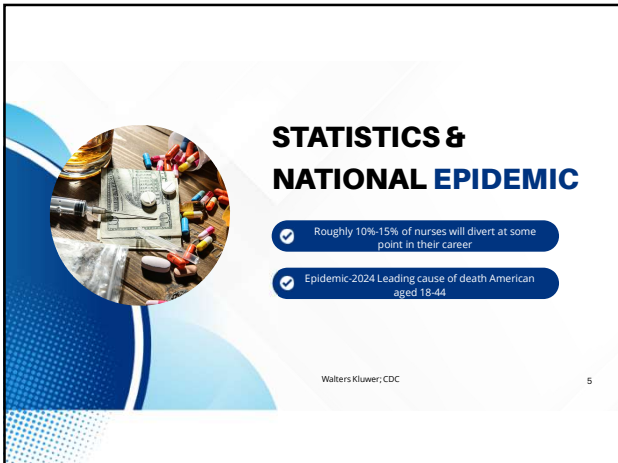
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WHY THIS MATTERS

- Statistics
- Overdose Epidemic
- Impact on Residents
- Time
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STATISTICS & NATIONAL EPIDEMIC

- ✓ Roughly 10%-15% of nurses will divert at some point in their career
- ✓ Epidemic-2024 Leading cause of death American aged 18-44

Walters Kluwer; CDC

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IMPACT ON RESIDENT

- Untreated/undertreated symptoms
- Increased risk of overdose
- Decline in quality of care
- Loss of trust in caregivers

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IMPACT ON COMMUNITY, OPERATION, STAFF

- Time spent on diversion investigation
- Medication allocation/shortages
- Money spent for diversion, turnover
- Criminal charges and legal consequences
- State citations & fines
- Reputational and operational damage

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WHAT IS DRUG DIVERSION

- Unauthorized taking, use, or distribution of medications
- Most commonly involves controlled substances
- Can occur intentionally or through poor practices
- Often go undetected without strong systems

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COMMON CAUSES & RISK FACTORS

- Easy access to medications
- Inadequate storage, tracking, systems
- Lack of accountability/risk management
- Staffing shortages/turnover
- Lack of training

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RED FLAGS & WARNING SIGNS

- Missing or mismatched medication counts
- Documentation errors or late entries
- Residents reporting unmanaged pain
- Behavioral changes in staff
- Medication over stock - not discontinued
- Deliveries - missing signatures or paperwork
- As needed medication requests increased at specific intervals



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LEVITY


The only thing we're DIVERTING is this conversation . . . to some JOKES

Why is everyone so tired in April?
• Because they just finished a long March.

What do you call a well-dressed lion in April?
• Dandy-lion.

What kind of garden does a baker have?
• A flour garden.

Why are trees so forgiving in the spring?
• Because they turn over a new leaf.



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SPOT THE DIVERSION!

GAME TIME

Sarah Gray, LPN
Regional Wellness, Story Point Group

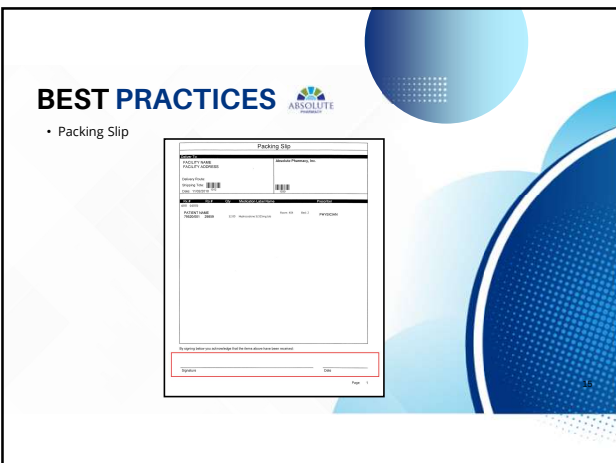
Marina Saunders, PharmD, BCGP
Consultant Pharmacist, Absolute Pharmacy




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RESPONDING TO SUSPECTED DIVERSION

- Ensure resident safety
- Secure medications and records immediately
- Notify leadership and pharmacy
- Begin internal investigation



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THE INVESTIGATION: BEST PRACTICE


- Maintain confidentiality
- Suspend any suspected offender
- Preserve evidence
- Document objectively

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REPORTING REQUIREMENTS

- Board of Nursing
- Board of Pharmacy
- Drug Enforcement Agency (controlled substances)
- Law enforcement when indicated
- Report per ODH
- Harm or misappropriation

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BEST PRACTICES 

- Theft or Loss Documentation


Facility Theft or Loss Documentation	
Report Number:	
Date Reported:	
Reported By:	
Department:	
Location:	
Time:	
Item Description:	
Quantity:	
Value:	
Initials:	
Signature:	
Supervisor:	
Investigation:	
Resolution:	
Comments:	

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Resolution:	
Comments:	

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**SEE SOMETHING,
SAY SOMETHING**

- Encourage early reporting
- No retaliation for good-faith concerns
- Leadership sets the tone
- Safety is shared responsibility



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SUPPORTING STAFF

- Access to employee assistance programs
- Substance use resources
- Ohio Board of Nursing Safe Haven Program
- Balance and accountability with compassion



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KEY TAKEAWAYS

- Drug diversion can happen anywhere
- Strong systems reduce risk
- Early action protects residents and staff
- Prevention is everyone's responsibility



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QUESTIONS & DISCUSSION



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