

WORK PERFORMANCE

SIGNS AND SYMPTOMS OF IMPAIRMENT

PERSONALITY AND BEHAVIOR CHANGES

(Often too vague to document but too apparent to ignore)

Alcoholic Nurse

- o More irritable with patients and co-workers
- o Withdrawn
- o Mood swings
- o Lunch alone
- o Inappropriate responses
- o Elaborate excuses for behavior
- o Unkept appearance

- o Blackouts - phone calls euphoric recall

Drug Addicted

- o Extreme and rapid mood swings
- o Always wears long sleeves
- o Suspicious behavior concerning controlled substances
- o Signs out more controlled drugs than anyone else
- o Frequent spills or breakage
- o Waits until alone to open narcotics cabinet
- o Constantly volunteers as medicine nurse

JOB PERFORMANCE CHANGES

(Needs to be documented)

- o Job shrinkage
- o Difficulty meeting deadlines
- o Illogical or sloppy charting
- o Frequent errors

- o Too many medication errors
- o Too many controlled drugs spilled or broken
- o Illogical or sloppy charting

TIME AND ATTENDANCE CHANGES

(Needs to be documented)

- o Increased absenteeism
- o Long lunch hours
- o Absent from floor without explanation
- o Call in to request compensatory time at the beginning of shift

- o Frequent absent from unit
- o Comes to work early and stays late
- o Hangs around
- o Uses sick leave lavishly