Signs of an Impaired Nurse*
Program for Recovering Nurses

Things to Watch For:

Behavior Changes and Physical Signs

- Unexplained Absences
- Frequent trips to the bathroom
- Arriving late or leaving early
- Excessive number of mistakes
- Subtle change in appearance
- Long sleeves in warm weather
- Increased isolation from colleagues
- Inappropriate verbal or emotional responses
- Diminished alertness, confusion or memory lapses

Signs of Diversion

Diversion is not the case for all nurses with a substance use disorder. However it is possible that the nurse will turn to the workplace for access or diversion of drugs if they are unable to obtain them elsewhere. Signs of Diversion include:

- Incorrect counts
- Large amounts of waste
- Numerous corrections of records
- Reports of ineffective pain relief from patients
- Offers to medicate co-worker's patients for pain
- Altered verbal or phone medication orders
- Controlled substance discrepancies

*Borrowed from "A Nurses Guide to SUD in Nursing" - National Council of State Boards of Nursing

Alternative to Disciplinary Program

Did you know that the Program for Recovering Nurses is an Alternative to Disciplinary Program offered by the Idaho State board of Nursing?

Mission Statement

Protecting public safety, health and welfare by assisting nurses in their recovery and return to safe practice