



VOLUME 9: PHARMACY SERVICES	Effective Date: 5/08
CHAPTER 29	Revision Date (s): 1/14
9.29 IMPAIRED PHARMACY PERSONNEL	Attachments: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

I. PROCEDURE OVERVIEW

This procedure covers the taking of action to protect the public when a licensed individual employed by or with the pharmacy is discovered or known to be chemically, mentally, or physically impaired to the extent 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.

CCHCS Pharmacy personnel shall report to work physically and mentally able to perform their duties to avoid endangering the safety of themselves, coworkers, and patient-inmates. Any known or suspected impairment while on duty that may affect the ability of licensed pharmacy personnel to safely and adequately perform their duties and responsibilities shall be reported to the State Board of Pharmacy and the Chief of Pharmacy Services.

II. PURPOSE

To protect employees, co-workers and patient-inmates by ensuring that pharmacy personnel reporting to work are physically and mentally able to perform their duties.

III. PROCEDURE

- A. The Chief Executive Officer (CEO) or designee and the Pharmacist-in-Charge (PIC) shall be responsible for taking action in compliance with California Department of Corrections and Rehabilitation (CDCR) policies and state regulatory mandates to protect the public whenever a pharmacy staff member is discovered or is known to be chemically, mentally, or physically impaired to the extent that the impairment affects job performance.
- B. It is the professional responsibility of pharmacy staff to report suspected chemical, mental or physical impairment to a supervisor. Impaired pharmacy personnel shall be reported to the PIC. If the PIC is suspected to be impaired, the report shall be made to the CEO.
- C. The PIC/CEO or designee shall immediately remove an employee from pharmacy duties who is suspected of being impaired or under the influence of alcohol or drugs.
- D. Any pharmacy employee suspected of being chemically impaired on the job may be subject to substance testing according to CDCR’s Reasonable Suspicion policy. Positive test results may result in disciplinary action up to and including termination.
- E. Any pharmacy employee suspected of being physically or mentally impaired on the job may be subject to a medical evaluation according to CDCR’s Fitness for Duty Evaluation policy.
- F. The PIC shall notify the State Board of Pharmacy of any employee’s admission of impairment, documented evidence of impairment, or termination as a result of impairment within 14 days of discovery of impairment or termination.
- G. Notification of the impaired pharmacy personnel shall be reported to the Professional Practice Executive Committee.

CALIFORNIA CORRECTIONAL HEALTH CARE SERVICES

IV. REFERENCES

- California Business and Professions Code, Section 4104
- CDCR Reasonable Suspicion policy located on the CDCR intranet at <http://intranet/ADM/DSS/hr/oew/Documents/Reasonable%20Suspicion%20Policy.pdf>
- CDCR Fitness for Duty Evaluation policy located on the CDCR intranet at http://intranet/ADM/DSS/hr/oew/Documents/FFD_Referral.pdf
- Inmate Medical Services Policies and Procedures Volume 9, Chapter 21, Break-In, Theft/Loss from Pharmacy or Medication Storage Areas