On the other hand, the supervising manager has some obligations after discovering a chemically impaired colleague. Ann, the manager of Karen, has two roles in this delicate issue of Karen. Firstly, she should follow the compassionate confrontation manner with Karen. To illustrate, Ann should show empathy and not accusation when confronting Karen. Moreover, she should also explain that this issue not only affects Karen but also her patients who miss out on their medications as a result of her addiction. Secondly, Ann should report or refer Karen to the responsible sector to assist in Karen’s rehabilitation, as well as prevent further work affection (Ref-s771696).