Drug misuse is a highly prevalent issue in the healthcare field. This higher presence of chemical impairment goes back to the ease of access to drugs, as well as the extreme work conditions that render healthcare professionals more susceptible to stress, anxiety, and depression. However, these factors cannot be used as an excuse for substance use under any means as healthcare is a delicate field that demands full physical and mental presence and complete focus of healthcare professionals for the sake of patients.

The current scenario manifests a typical drug use condition where Karen, an ER nurse, fell victim to the issue of opioid use to the level where it affected her life and job. Following the scenario events, the most predictable way that Karen would respond to her superior is by denial. To expand, substance abuse victims always deny their addiction, fearing work and life ramifications of getting exposed. These ramifications include personal and professional stigma, as well as losing one’s job and career. Therefore, Karen would probably deny having a drug problem. Moreover, after getting pushed further, she would then attempt to justify her behavior by putting it behind excuses such as stress and fatigue (Ref-DJ49F2). Eventually, Karen would admit to her issue after realizing that admission is her first step towards recovery.

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-AB1CD2).

After reporting the case, affected addicts get admitted to specialized rehabilitation programs where they get treated medically and psychologically. Afterward, drug users from the healthcare field can be allowed to return to their work in the condition of completing their rehabilitation programs. However, Karen should be reintroduced to the healthcare system carefully and slowly. For instance, she should initially work in a department that does not handle pain medications as regularly as emergency medicine. Moreover, continuous monitoring and evaluation should be conducted to mitigate the possibility of her relapse (Ref-J7X2BZ). Therefore, treatment takes longer than just completing the rehabilitation program.