# Supplementary File

## The contributors to, and safeguards against, diversion of controlled drugs in hospitals: A scoping review

### Reference list for 312 included articles (n = 312)

1. Abduldaeem H, Masters K, Patel N, Donyai P. A direct observation study of medication administration errors in a mental health inpatient setting. International Journal of Pharmacy Practice. 2016;24:20-1.

2. Ahmed I, Majeed A. The safe and responsible disposal of unused controlled drugs. British Journal of Nursing2007. p. 1318-22.

3. Alili JM, Mangani C, Wojcicki A, Husson MC, Berleur MP, Boudy V. Drug narcotic status: Impact on practices in paediatric French hospitals. International Journal of Clinical Pharmacy. 2017;39 (1):262-3.

4. Allen M. The Myth of Drug Expiration Dates. ProPublica. <https://www.propublica.org/article/the-myth-of-drug-expiration-dates>. Accessed July 19, 2017.

5. Alonso Herreros J. Re-engineering of the distribution of drugs in the hospital. TOC application and TRZ. Value in Health. 2013;16 (7):A616.

6. Andrews LB, Bridgeman MB, Dalal KS, Abazia D, Lau C, Goldsmith DF, et al. Implementation of a pharmacist-driven pain management consultation service for hospitalised adults with a history of substance abuse. International Journal of Clinical Practice. 2013;67(12):1342-9.

7. Anyanwu C, Egwim O. The Prevalence and Determinants of Controlled Substance Discrepancies in a Level I Trauma Hospital. American Health and Drug Benefits. 2016;9(3):128-33.

8. Arenas-Lopez S, Stanley IM, Tunstell P, Aguado-Lorenzo V, Philip J, Perkins J, et al. Safe implementation of standard concentration infusions in paediatric intensive care. Journal of Pharmacy and Pharmacology. 2017;69(5):529-36.

9. Arrowood SD, Yaniv AW. Use of automated dispensing cabinets to enhance processes for safe handling of high-alert drugs in pharmacy cleanrooms. American Journal of Health-System Pharmacy. 2015;72(1):18+20-1.

10. ASHP statement on the pharmacist's role in substance abuse prevention, education, and assistance. American Journal of Health-System Pharmacy. 2014;71(3):243-6.

11. Revisor of Statutes, State of Minnesota. Automated Counting and Distribution, Minnesota Rules, part 680.2600. <https://www.revisor.mn.gov/rules/?id=6800.0100>. Accessed July 21, 2017.

12. Bailey TM, Jefferies CSG. Physicians with Health Conditions: Law and Policy Reform to Protect the Public and Physician-Patients. <http://www.hli.ualberta.ca/~/media/hli/Publications/Docs/Physicians_with_Health_Conditions_Complete.pdf>. Accessed October 3, 2017.

13. Barker C, Edwards K. Time critical medicines prescription and administration: An audit of a surgical emergency unit. British Journal of Clinical Pharmacology. 2012;73 (6):989-90.

14. Barlas S. Hospitals can collect leftover narcotics: But restrictions imposed by the dea are a disincentive. Pharmacy and Therapeutics. 2015;40(1):12.

15. Barlas S. Prescription Drug Abuse Hits Hospitals Hard - Tighter Federal Steps Aim to Deflate Crisis. Pharmacy and Therapeutics. 2013;38(9):531-4.

16. Behrens-Muller B, Conway J, Yoder J, Conover CS. Investigation and control of an outbreak of Achromobacter xylosoxidans bacteremia. Infect Control Hosp Epidemiol. 2012;33(2):180-4.

17. Bender CE, Heilbrun ME, Truong HB, Bluth EI. The impaired radiologist. Journal of the American College of Radiology. 2015;12(3):302-6.

18. Government of Canada. Benzodiazepines and Other Targeted Substances Regulations, SOR/2000-217. <http://laws-lois.justice.gc.ca/eng/regulations/SOR-2000-217/index.html>. Accessed September 28, 2017.

19. Berge KH. Drug Diversion from the Health Care Workplace: A Multiple Victim Crime. <http://www.wha.org/Data/Sites/1/pdf/4-5-16DrugDiversionwebinarpresentation.pdf>. Accessed July 20, 2017.

20. Berge KH, Dillon KR, Sikkink KM, Taylor TK, Lanier WL. Supplementary Material: Controlled Substance Diversion, Detection and Prevention Program - Elements of Best Practice (excluding Outpatient Pharmacies). Mayo Clinic Proceedings. 2012;87(7).

21. Berge KH, McGlinch BP. The Law of Unintended Consequences Can Never Be Repealed: The Hazards of Random Urine Drug Screening of Anesthesia Providers. Anesth Analg. 2017;124(5):1397-9.

22. Berge KH, Seppala MD, Lanier WL. The anesthesiology community's approach to opioid- and anesthetic-abusing personnel: Time to change course. Anesthesiology. 2008;109(5):762-4.

23. Berge KH, Lanier WL. Bloodstream infection outbreaks related to opioid-diverting health care workers: A cost-benefit analysis of prevention and detection programs. Mayo Clinic Proceedings. 2014;89(7):866-8.

24. Berge KH, Dillon KR, Sikkink KM, Taylor TK, Lanier WL. Diversion of Drugs Within Health Care Facilities, a Multiple-Victim Crime: Patterns of Diversion, Scope, Consequences, Detection, and Prevention. Mayo Clinic Proceedings. 2012;87(7):674-82.

25. Berge KH. Chemical Abuse in Anesthesia Personnel An Occupational Hazard. First Annual International Health Facility Diversion Association Conference. Accessed July 5, 2017.

26. Birnbaum D. First do no more harm …. Clinical Governance: An International Journal. 2013;19(1):17-20.

27. Blackmere J, Crowson K, Danley B, Hanken S, McDow L. Determining the most efficient controlled substance inventory practice that minimizes discrepancies and maximizes security. 2010.

28. Blackwell T. As one nurse who stole narcotics has firing overturned, others have very different fates. National Post. <http://nationalpost.com/news/toronto-nurse-who-stole-opioid-painkillers-and-other-drugs-has-firing-overturned>. Accessed July 4, 2017.

29. Blackwell T. Two Alberta nurses say addictions that lead them to steal narcotics were a disability. Court disagrees. National Post. <http://nationalpost.com/news/canada/two-alberta-nurses-say-addictions-that-lead-them-to-steal-narcotics-were-a-disability-court-disagrees>. Accessed June 29, 2017.

30. Blair J. Drugs, drugs--who has the drugs? Journal of healthcare protection management : publication of the International Association for Hospital Security. 2012;28(1):28-32.

31. Blank C. 10 ways to prevent drug diversion. http://www.drugtopics.com/health-system-news/10-ways-prevent-drug-diversion. Accessed June 29, 2017.

32. Blaszczak-Boxe A. Drug diversion in hospitals exposes patients to infection. CBS News. [https://www.cbsnews.com/news/drug-diversion-in-u-s-hospitals-contributes-to-spreading-infections](https://www.cbsnews.com/news/drug-diversion-in-u-s-hospitals-contributes-to-spreading-infections/). Accessed June 30, 2017.

33. Botsford C. DNP Project: Knowledge and Attitudes Regarding Current Technology to Prevent Drug Diversion [dissertation]. *College of Science and Health Theses and Dissertations.* 2016;152.

34. Boulis S, Khanduja PK, Downey K, Friedman Z. Substance abuse: a national survey of Canadian residency program directors and site chiefs at university-affiliated anesthesia departments. Canadian Journal of Anesthesia. 2015;62(9):964-71.

35. Brenn BR, Kim MA, Hilmas E. Development of a computerized monitoring program to identify narcotic diversion in a pediatric anesthesia practice. American Journal of Health-System Pharmacy. 2015;72(16):1365-72.

36. Brenner TS, Godwin HN, Gouveia WA, Hodgkins BD, Kent SS, Kienle PC, et al. ASHP guidelines: Minimum standard for pharmacies in hospitals. American Journal of Health-System Pharmacy. 2013;70(18):1619-30.

37. Brooks E, Early SR, Gundersen DC, Shore JH, Gendel MH. Comparing substance use monitoring and treatment variations among physician health programs. American Journal on Addictions. 2012;21(4):327-34.

38. Brummond P, Kent S, Fortier C, Fink R. Diversion Prevention: What's a Pharmacy to Do?. American Society of Health-System Pharmacists (ASHP) 2016 Midyear Clincal Meeting & Exhibition.

39. Brummond PW, Chen DF, Churchill WW, Clark JS, Dillon KR, Dumitru D, et al. ASHP Guidelines on Preventing Diversion of Controlled Substances. American Journal of Health-System Pharmacy. 2017.

40. Bryson EO, Levine A. One approach to the return to residency for anesthesia residents recovering from opioid addiction. Journal of Clinical Anesthesia. 2008;20(5):397-400.

41. Bryson EO, Silverstein JH. Addiction and Substance Abuse in Anesthesiology. Anesthesiology. 2008;109(5):905-17.

42. Burger G, Burger M. Drug diversion: New approaches to an old problem. American Journal of Pharmacy Benefits. 2016;8(1):30-3.

43. Burke J. Drug diversion and abuse: The silent problem in health facilities. Pharmacy Times. 2011;77(6).

44. Burke J. Diversion in Healthcare Settings. NASCSA 2016 Educational Conference. http://www.nascsa.org/Conference2016/Presentations/burke.pdf. Accessed July 14, 2017.

45. Burke J, New K. Drug Diversion Prevention, Detection & Response Programs: Essential Knowledge for the Health Care Professional. Pain Management Nursing. 2017;18(2):67-.

46. Cada DJ. Diversion detection series. Hospital Pharmacy. 2007;42(2):98.

47. California Hospital Association. Reducing Controlled Substances Diversion in Hospitals. <http://www.chpso.org/sites/main/files/file-attachments/controlled_substance_diversion.pdf>. Accessed November 29, 2017.

48. Cambridge Memorial Hospital *v* Ontario Nurses' Assn. (S.M. Grievance). OLAA No. 22; 2017.

49. Cambridge Memorial Hospital v. Ontario Nurses’ Association (Termination Grievance of S.M.): Hearing before the Ontario Nurses' Association(2017).

50. Canadian Medical Protective Association. Reporting another physician. <https://www.cmpa-acpm.ca/en/advice-publications/browse-articles/2010/reporting-another-physician>. Accessed September 27, 2017.

51. Canadian Nurses Association. Latest nursing workforce report raises ﬂags for population health. <https://www.cna-aiic.ca/en/news-room/news-releases/2015/latest-nursing-workforce-report-raises-flags-for-population-health>. Accessed October 2, 2017.

52. Canadian Nurses Association. The Health of Our Nation, The Strength of Our Economy - Pre-budget Submission to the House of Commons Finance Committee*.* <https://www.cna-aiic.ca/~/media/cna/page-content/pdf-en/cna_prebudget_submission_e.pdf?la=en>. Accessed September 27, 2017.

53. Canadian Pharmacists Association. Submission to Health Canada Consultation on Tamper Resistant Regulations. [https://www.pharmacists.ca/cpha-ca/assets/File/cpha-on-the-issues/Tamper Resistance Submission-Aug2014.pdf](https://www.pharmacists.ca/cpha-ca/assets/File/cpha-on-the-issues/Tamper%20Resistance%20Submission-Aug2014.pdf). Accessed June 29, 2017.

54. Carpenter H. The painful problem of drug diversion and what you can do. American Nurse Today. 2014;9(12):27-.

55. Centers for Disease Control and Prevention. Risks of Healthcare-associated Infections from Drug Diversion. <https://www.cdc.gov/injectionsafety/drugdiversion/index.html>. Accessed August 21, 2017.

56. Centers for Disease Control and Prevention. Unsafe Injections: Duty to Warn?. CDC Public Health Ethics Case Study. <https://www.cdc.gov/od/science/integrity/phethics/docs/UnsafeInjectionsCase.pdf>. Accessed July 21, 2017.

57. Cifaldi AJ. Drug Diversion in the Hospital. <http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.459.1562&rep=rep1&type=pdf>. Accessed June 30, 2017.

58. Clark C. 10 Ways to Halt Drug Diversion by Healthcare Workers. <http://www.healthleadersmedia.com/quality/10-ways-halt-drug-diversion-healthcare-workers>. Accessed June 30, 2017.

59. Coleman JJ. In-house drug diversion by hospital personnel. Pharmacy and Therapeutics. 2014;39(8):534.

60. College and Association of Registered Nurses of Alberta. Problematic Substance Use: Guidelines for Regulated Members. <http://nurses.ab.ca/content/dam/carna/pdfs/DocumentList/Guidelines/Problematic_Substance_Use_June2017.pdf>. Accessed September 27, 2017.

61. College of Nurses of Ontario. Practice Standard: Medication. <http://www.cno.org/globalassets/docs/prac/41007_medication.pdf>. Accessed June 29, 2017.

62. College of Nurses of Ontario. Past Offences and Findings. <http://www.cno.org/en/become-a-nurse/registration-requirements/past-offences-and-findings--health-and-conduct/past-offences-and-findings/in-depth-past-offences-and-findings>. Accessed September 27, 2017.

63. College of Nurses of Ontario. Statement from the College of Nurses of Ontario To CBC News, The National - Re: Ontario nurses working in other jurisdictions and the Rose Anne McKenzie discipline hearing. <http://www.cno.org/globalassets/1-whatiscno/newsreleasesandnotices/releases/pdf/2011-03-10_cno-stmt-to-the-national.pdf>. Accessed September 27, 2017.

64. College of Nurses of Ontario. Registration Requirements. <http://www.cno.org/en/become-a-nurse/registration-requirements>. Accessed September 27, 2017.

65. Statement from the College of Nurses of Ontario - RE: The Rose Anne McKenzie Hearing and Reporting Between Jurisdictions. <http://www.cno.org/globalassets/1-whatiscno/newsreleasesandnotices/releases/pdf/2011-06-22_rosemckenzie_hearingreporting.pdf>. Accessed September 27, 2017.

66. College of Nurses of Ontario. Mandatory Reporting - A process quide for employers, facility operators and nurses. <http://www.cno.org/globalassets/docs/ih/42006_fsmandreporting.pdf> . Accessed September 27, 2017.

67. College of Nurses of Ontario. Professional Conduct - Professional Misconduct [Internet]. <https://www.cno.org/globalassets/docs/ih/42007_misconduct.pdf>. Accessed September 27, 2017.

68. College of Nurses of Ontario. Practice Standard: Ethics. <https://www.cno.org/globalassets/docs/prac/41034_ethics.pdf>. Accessed September 27, 2017.

69. College of Physicians and Surgeons of Ontario. Mandatory and Permissive Reporting. <http://www.cpso.on.ca/uploadedFiles/policies/policies/policyitems/mandatoryreporting.pdf>. Accessed September 27, 2017.

70. College of Physicians and Surgeons of Ontario. Mandatory Reports – New Requirements. <https://www.cpso.on.ca/uploadedFiles/policies/policies/policyitems/mandatoryreports_apr09_Dialogue.pdf>. Accessed September 27, 2017.

71. College of Physicians and Surgeons of Ontario. Physician Behaviour in the Professional Environment. <http://www.cpso.on.ca/CPSO/media/documents/Policies/Policy-Items/Physician-Behaviour-Professional-Environment.pdf?ext=.pdf>. Accessed September 27, 2017.

72. Collingwood General & Marine Hospital v. Ontario Nurses' Assn. (Smart Grievance). OLAA No 196 (QL) 2010.

73. Colorado Drug Diversion Law Requires Fingerprints. Hospital Employee Health. 2016;35(9):106-.

74. Combating drug diversion--what you can do to help. Hospital peer review. 2013;38(1):1-4.

75. Revisor of Statutes, State of Minnesota. Controlled Substance Crime in the Fifth Degree, Minnesota Statutes 2016, section 152.025. https://www.revisor.mn.gov/statutes/cite/152.025. Accessed July 21, 2017.

76. Copp MAB. Drug addiction among nurses: Confronting a quiet epidemic - Many RNs fall prey to this hidden, potentially deadly disease. Modern Medicine. <http://www.modernmedicine.com/modern-medicine/news/modernmedicine/modern-medicine-feature-articles/drug-addiction-among-nurses-con?page=full>. Accessed September 8, 2017.

77. Craig D. Substance use disorder in Canadian university departments of anesthesia. Canadian Journal of Anesthesia/Journal canadien d'anesthésie. 2016;63(3):365-6.

78. Craven SA. Peer review. British Journal of General Practice. 2007;57(536):245-6.

79. Crowson K, Monk-Tutor M. Use of automated controlled substance cabinets for detection of diversion in US hospitals: A national study. Hospital Pharmacy. 2005;40(11):977-83.

80. Cummings SM, Merlo L, Cottler L. Mechanisms of Prescription Drug Diversion Among Impaired Physicians. Journal of Addictive Diseases. 2011;30(3):195-202.

81. Currie I, Pant S, Monika M-U. Prescribing and Dispensing Policies to Address Harms Associated With Prescription Drug Abuse. <https://www.cadth.ca/sites/default/files/pdf/ES0291_Prescription_Drug_Abuse_e.pdf>. Accessed June 29, 2017.

82. Cuyuna Regional Medical Center. Cuyuna Regional Medical Center’s Drug/Alcohol Free Workplace and Testing Policy. [https://www.mnhospitals.org/Portals/0/Documents/ptsafety/diversion/Cuyuna Regional Medical Centers Drug Policy (3).ppt](https://www.mnhospitals.org/Portals/0/Documents/ptsafety/diversion/Cuyuna%20Regional%20Medical%20Centers%20Drug%20Policy%20(3).ppt). Accessed July 21, 2017.

83. Czaplewski J, Weaver J, D'Ambrosio GJ, Patel M, Hixson K. System and method for managing inventory at dispensing units. Google Patents. https://patents.google.com/patent/US20130144435A1/en. Accessed July 19, 2017.

84. Davison J. The Diversion Specialist: Implementing an Essential Program Component. International Health Facility Diversion Association Conference 2016. Accessed July 14, 2017. [2016 Sep 14; cited 2017 Jul 14].

85. De Peralta Thorne G. Omar S. Manejwala, MD Speaks Out Nationally on Diprivan/Propofol Abuse. <http://www.prweb.com/releases/farleycenter/diprivan/prweb2653044.htm>. Accessed July 24, 2017.

86. Desai N. *Automating proactive diversion monitoring.* <https://www.hackensackmeridianhealth.org/wp-content/uploads/2017/08/PPP_1708_Omnicell.pdf>. Accessed September 21, 2017.

87. Devine B, Gutierrez K, Rogers R. Drug diversion by anesthesiologists: Identification through intensive auditing. American Journal of Health-System Pharmacy. 2012;69(7):552-+.

88. Dexter F. Detecting diversion of anesthetic drugs by providers. Anesthesia and Analgesia. 2007;105(4):897-8.

89. Di Costanzo M. Road to Recovery. Registered Nurse Journal. 2015(January/February 2015):12-6.

90. Diven DG, Bartenstein DW, Carroll DR. Extending Shelf Life Just Makes Sense. Mayo Clinic Proceedings. 2015;90(11):1471-4.

91. Doherty C, Mc Donnell C. Tenfold medication errors: 5 years' experience at a university-affiliated pediatric hospital. Pediatrics. 2012;129(5):916-24.

92. Drug diversion a chronic problem for hospitals. Healthcare Risk Management. 2014;36(7):64-.

93. Drug Diversion: A New Sheriff in Town. Hospital Infection Control & Prevention. 2016;43(9):4-6.

94. Drug diversion is difficult to identify, but impact on patient safety is devastating. Patient Safety Monitor Journal. 2016;17(9):8-10.

95. Drug Diversion Sting Goes Wrong And Privacy Is Questioned. Healthcare Risk Management. 2016;38(7):80-.

96. Eichenwald K. When Drug Addicts Work in Hospitals, No One is Safe. Newsweek. https://www.newsweek.com/2015/06/26/traveler-one-junkies-harrowing-journey-across-america-344125.html. Accessed August 2, 2017.

97. Eisler P. Doctors, medical staff on drugs put patients at risk. USA Today. [https://www.usatoday.com/story/news/nation/2014/04/15/doctors-addicted-drugs-health-care-diversion/7588401](https://www.usatoday.com/story/news/nation/2014/04/15/doctors-addicted-drugs-health-care-diversion/7588401/). Accessed July 21, 2017.

98. Epstein RH, Dexter F, Gratch DM, Perino M, Magrann J. Controlled Substance Reconciliation Accuracy Improvement Using Near Real-Time Drug Transaction Capture from Automated Dispensing Cabinets. Anesthesia and Analgesia. 2016;122(6):1841-55.

99. Epstein RH, Gratch DM, Grunwald Z. Development of a scheduled drug diversion surveillance system based on an analysis of atypical drug transactions. Anesthesia and Analgesia. 2007;105(4):1053-60.

100. Epstein RHD, Franklin; Gratch, David M; Lubarsky, David A. Intraoperative Handoffs Among Anesthesia Providers Increase the Incidence of Documentation Errors for Controlled Drugs. Joint Commission journal on quality and patient safety / Joint Commission Resources. 2017;43(8):396-402.

101. Epstein RH, Gratch DM, McNulty S, Grunwald Z. Validation of a System to Detect Scheduled Drug Diversion by Anesthesia Care Providers. Anesthesia and Analgesia. 2011;113(1):160-4.

102. Farley JJ. A Drug Diversion Worst-Case Scenario: United States vs. David Kwiatkowski. International Health Facility Diversion Association Conference 2016. Accessed July 14, 2017.

103. Fayerman P. B.C. hospitals drawing up plans to prevent drug thefts by health care employees. <http://vancouversun.com/news/local-news/b-c-hospitals-drawing-up-plans-to-prevent-drug-thefts-by-health-care-employees>. Accessed June 29, 2017.

104. Fayerman P. DRUG DIVERSIONS: the dirty little secret every where in health care. <http://vancouversun.com/news/staff-blogs/drug-diversions-the-dirty-little-secret-everywhere-in-health-care>. Accessed June 29, 2017.

105. Fernandez J. Hospitals wage battle against drug diversion. Drug Topics. 2007;151(4).

106. Fleming K, Boyle D, Lent WJB, Carpenter J, Linck C. A novel approach to monitoring the diversion of controlled substances: The role of the pharmacy compliance officer. Hospital Pharmacy. 2007;42(3):200-8.

107. Foxman S. Baseline Assessments Reveal Opportunities for Hospital Pharmacies. <http://www.ocpinfo.com/library/practice-related/download/BaselineAssessmentsWinter2016.pdf>. Accessed September 27, 2017.

108. Frank RJ, Burke B. The Legal Ramifications of Diversion Prevention. Pharmacy Purchasing & Products. 2013;10(7):6.

109. Fry LE, Fry RA. Anesthetic substance abuse: international perspectives and parallels. Canadian Journal of Anesthesia/Journal canadien d'anesthésie. 2015;62(12):1346-7.

110. Fry RA. Substance abuse by anaesthetists in Australia and New Zealand. Anaesthesia and Intensive Care. 2005;33(2):248-55.

111. Gavin KG. Would Not-For-Cause Randomized Drug Testing Reduce the Incidence of Drug Misuse Among Certified Registered Nurse Anesthetists? Doctoral Nursing Capstone Projects: University of Southern Mississippi; 2015.

112. Gemensky J. The pharmacist’s role in surgery: The indispensable asset. US Pharmacist. 2015;40(3):HS8-HS12.

113. George JA, Park PS, Hunsberger J, Shay JE, Lehmann CU, White ED, et al. An Analysis of 34,218 Pediatric Outpatient Controlled Substance Prescriptions. Anesthesia and Analgesia. 2016;122(3):807-13.

114. Goodine C. Safety audit of automated dispensing cabinets. Canadian Journal of Hospital Pharmacy. 2010;63 (1):70-1.

115. Gorman E. Comments by Eugene Gorman. Journal of Addictive Diseases. 2006;25(4):139-40.

116. Greenall J, Santora P, Koczmara C, Hyland S. Enhancing safe medication use for pediatric patients in the emergency department. Canadian Journal of Hospital Pharmacy. 2009;62(2):150-3.

117. Hale M, Zimmerman Jr T, Eyal E, Malamut R. Low risk of diversion in a randomized, double-blind, placebo-controlled study of extended-release hydrocodone tablets formulated with abuse-deterrence technology for the treatment chronic low back pain. Journal of Pain. 2015;1:S86.

118. Hall PB, Hawkinberry D, Moyers-Scott P. Prescription Drug Abuse & Addiction: Past, Present and Future:The Paradigm for an Epidemic. West Virginia Medical Journal. 2010;106:24-30.

119. Hamza H, Monroe T. Reentry and Recidivism for Certified Registered Nurse Anesthetists. Journal of Nursing Regulation. 2011;2(1):17-22.

120. Hare G, Pace K, Gilbert S, Detchemendy G, Jensen V. Pharmacist-reviewed outpatient drug utilization report: Exploring what's going on after hours. Journal of the American Pharmacists Association. 2012;52 (5):672.

121. Haugh C. Nurses' grieving processes after a drug diversion experience. AORN Journal. 2009;89(2):265-6.

122. Hayes S. Pharmacy Diversion: Prevention, Detection and Monitoring: A Pharmacy Fraud Investigator’s Perspective. International Health Facility Diversion Association Conference 2016. Accessed July 5, 2017.

123. HealthPro. Barcodes on Unit of Use <https://portal.healthprocanada.com/documents/10180/748051/Presentation+-+Barcodes.pdf> . Accessed June 29, 2017.

124. Hellinger WC, Bacalis LP, Kay RS, Thompson ND, Xia GL, Lin Y, et al. Health care-associated hepatitis C virus infections attributed to narcotic diversion. Ann Intern Med. 2012;156(7):477-83.

125. Hennepin County Medical Center. Code N Checklist for Investigation of Controlled Substance Diversion. <https://www.mnhospitals.org/Portals/0/Documents/ptsafety/diversion/checklist-for-investigation-of-controlled-substance-diversion.doc>. Accessed July 21, 2017.

126. Hennepin County Medical Center. Security of Controlled Substances. <https://www.mnhospitals.org/Portals/0/Documents/ptsafety/diversion/security-of-controlled-substances-HCMC-presentation.pdf>. Accessed July 21, 2017.

127. Hepatitis, HIV testing urged for thousands of patients due to drug diversion case: Hospitals in at least four states alert patients. Hospital Infection Control and Prevention. 2016;43(5):54-6.

128. Holleran RS. What Is Wrong With This Picture? Journal of Emergency Nursing. 2010;36(5):396-7.

129. Holowaty D. Caring enough to report a colleague...Ethical Problems, 'Suspected Drug Diversion:Rumor Has it,' December 2006. Nursing. 2007;37(2):8-.

130. Horvath C. Implementation of a new method to track propofol in an endoscopy unit. Int J Evid Based Healthc. 2017;15(3):102-10.

131. Hospital Pharmacy in Canada Editorial Board. Hospital Pharmacy in Canada 2013/2014 Report. <http://www.lillyhospitalsurvey.ca/hpc2/content/2015_report/FULL-2015.pdf>. Accessed October 3, 2017.

132. Hospital Safety Center. Expert Q&A: Drug Diversion Prevention. <http://www.hospitalsafetycenter.com/content/326937/topic/ws_hsc_hsc.html>. Accessed August 21, 2017.

133. Howorun C. Fentanyl is going missing from Ontario hospitals at an alarming rate. Maclean's. <http://www.macleans.ca/news/canada/fentanyl-is-going-missing-from-ontario-hospitals-at-an-alarming-rate>. Accessed October 11, 2017.

134. Howorun C. 'Unexplained losses' of opioids on the rise in Canadian hospitals. Maclean's. <http://www.macleans.ca/society/health/unexplained-losses-of-opioids-on-the-rise-in-canadian-hospitals>. Accessed December 5, 2017.

135. Hum L-K, Vessair J. not fit for duty! dealing with incapacitated professionals. McMillan LLP. [https://mcmillan.ca/Files/141282\_Not Fit for Duty.pdf](https://mcmillan.ca/Files/141282_Not%20Fit%20for%20Duty.pdf) . Accessed September 27, 2017.

136. Government of Ontario. Human Rights Code, R.S.O. 1990, Chapter H.19. <https://www.ontario.ca/laws/statute/90h19>. Accessed September 29, 2017.

137. Hyland S, Koczmara C, Salsman B, Musing ELS, Greenall J. Optimizing the use of automated dispensing cabinets. Canadian Journal of Hospital Pharmacy. 2007;60(5):332-4.

138. Inciardi JA, Surratt HL. Research issues and experiences in studying prescription drug diversion. Drug and Alcohol Dependence. 2006;83:S88-S.

139. Inciardi JA, Surratt HL, Kurtz SP, Burke JJ. The diversion of prescription drugs by health care workers in Cincinnati, Ohio. Subst Use Misuse. 2006;41(2):255-64.

140. Inciardi JA, Surratt HL, Kurtz SP, Cicero TJ. Mechanisms of prescription drug diversion among drug-involved club- and street-based populations. Pain Medicine. 2007;8(2):171-83.

141. Institute for Safe Medication Practices. Partially Filled Vials And Syringes In Sharps Containers Are A Key Source Of Drugs For Diversion. Medication Safety Alerts. <https://www.ismp.org/resources/partially-filled-vials-and-syringes-sharps-containers-are-key-source-drugs-diversion?id=1132>. Accessed June 29, 2017.

142. Jeon Y-T. Propofol as a controlled substance: poison or remedy. Korean J Anesthesiol. 2015;68(6):525-6.

143. Jorgenson JA, Burger GS, Burger ME. Drug diversion in hospitals: are you next? Becker's Hospital Review. 2016.

144. Jungerman FS, Palhares Alves HN, Carmona MJC, Conti NB, Malbergier A. Anesthetic Drug Abuse by Anesthesiologists. Revista Brasileira de Anestesiologia. 2012;62(3):375-86.

145. Keeys C, Kalejaiye B, Skinner M, Eimen M, Neufer J, Sidbury G, et al. Pharmacist-managed inpatient discharge medication reconciliation: A combined onsite and telepharmacy model. American Journal of Health-System Pharmacy. 2014;71(24):2159-66.

146. Kennelty KA, Jensen L, Gehring M, Gilmore-Bykovskyi A, Roiland R, Hager DR, et al. Development of the preventing opioid theft and ensuring secure transfer of personal health information (protect phi) intervention when patients transition from the hospital to a nursing home. Journal of the American Geriatrics Society. 2016;64:S140.

147. Khanduja PK, Boulis S, Downey K, Friedman Z. In reply: Substance use disorder in Canadian university departments of anesthesia. Canadian Journal of Anesthesia/Journal canadien d'anesthésie. 2016;63(3):367-.

148. Kim DK. Propofol use for sedation or sedation for propofol use? Journal of Anesthesia. 2012;26(2):289-91.

149. Kind AJH, Jensen LL, Kennelty KA. Far Too Easy: Opioid Diversion during the Transition from Hospital to Nursing Home. Journal of the American Geriatrics Society. 2014;62(11):2229-31.

150. King C, McCue A. Drugs down the drain: When nurses object. Nursing Ethics. 2015;24(4):452-61.

151. Kintz P, Villain M, Dumestre V, Cirimele V. Evidence of addiction by anesthesiologists as documented by hair analysis. Forensic Science International. 2005;153(1):81-4.

152. Kirby RR, Colaw JM, Douglas MM. Death from propofol: accident, suicide, or murder? Anesth Analg. 2009;108(4):1182-4.

153. Kiser K. Diversion detective. Minnesota medicine. 2013;96(3):12-4.

154. KPMG LLP. British Columbia Ministry of Health – Provincial Review of Licensure, Credentialing, Privileging, Monitoring and Enhancement of Performance. <http://www.health.gov.bc.ca/library/publications/year/2012/provincial-review-physician-licensing.pdf>. Accessed September 27, 2017.

155. Kunyk D. Substance use disorders among registered nurses: prevalence, risks and perceptions in a disciplinary jurisdiction. Journal of nursing management. 2015;23(1):54-64.

156. Kunyk D, Milner M, Overend A. Disciplining virtue: investigating the discourses of opioid addiction in nursing. Nursing Inquiry. 2016;23(4):315-26.

157. Lahey T, Nelson WA. A Proposed Nationwide Reporting System to Satisfy the Ethical Obligation to Prevent Drug Diversion-Related Transmission of Hepatitis C in Healthcare Facilities. Clinical Infectious Diseases. 2015;60(12):1816-20.

158. Laidlaw K. I was a doctor with a perfect life, until I got hooked on Fentanyl. Toronto Life. [https://torontolife.com/city/crime/doctor-perfect-life-got-hooked-fentanyl](https://torontolife.com/city/crime/doctor-perfect-life-got-hooked-fentanyl/). Accessed July 5, 2017.

159. Landro L. Hospitals Address a Drug Problem: Software and Robosts Help Secure and Monitor Medications. The Wall Street Journal. <https://www.wsj.com/articles/hospitals-address-a-drug-problem-1392762765>. Accessed June 29, 2017.

160. Large pill theft shows challenge of securing hospital drugs. Healthcare Risk Management. 2010;32(6):61-3.

161. Lefebvre LG, Kaufmann IM. The identification and management of substance use disorders in anesthesiologists. Canadian Journal of Anesthesia/Journal canadien d'anesthésie. 2017;64(2):211-8.

162. Levinson DR, Broadhurst ET. Why Aren’t Doctors Drug Tested? The New York Times. <https://www.nytimes.com/2014/03/13/opinion/why-arent-doctors-drug-tested.html>. Accessed July 21, 2017.

163. Lien CA. A Need to Establish Programs to Detect and Prevent Drug Diversion. Mayo Clinic Proceedings. 2012;87(7):607-9.

164. Lipman AG. We can make opioids safer. Journal of Pain and Palliative Care Pharmacotherapy. 2013;27(2):112-3.

165. Lizza BD, Jagow B, Hensler D, Cooper CJ, Short EJ, Maas MB, et al. Impact of Multiple Daily Clinical Pharmacist-Enforced Assessments on Time in Target Sedation Range. J Pharm Pract. 2017:897190017729522.

166. Look for weak links to prevent drug diversion. Same-Day Surgery. 2016;40(6):65-6.

167. MacDonald K. A tool to fight in-hospital medication diversion. [https://kitcheck.com/2013/09/a-tool-to-fight-in-hospital-medication-diversion](https://kitcheck.com/2013/09/a-tool-to-fight-in-hospital-medication-diversion/). Accessed June 30, 2017.

168. Madadi PH, Doris; Lauwers, Albert E; Koren, Gideon. Characteristics of opioid-users whose death was related to opioid-toxicity: a population-based study in Ontario, Canada. PLoS One. 2013;8(4):e60600.

169. Mandrack M, Cohen MR, Featherling J, Gellner L, Judd K, Kienle PC, et al. Nursing best practices using automated dispensing cabinets: nurses' key role in improving medication safety. Medsurg Nurs. 2012;21(3):134-9.

170. Martin ES, Dzierba SH, Jones DM. Preventing Large-Scale Controlled Substance Diversion From Within the Pharmacy. Hospital Pharmacy. 2013;48(5):406-12.

171. Maryland Department of Health and Mental Hygiene. Public health vulnerability review: Drug diversion, infection risk, and David Kwiatkowski’s employment as a healthcare worker in Maryland.[https://health.maryland.gov/pdf/Public Health Vulnerability Review.pdf](https://health.maryland.gov/pdf/Public%20Health%20Vulnerability%20Review.pdf). Accessed July 21, 2017.

172. Mat WRW, Yahya N, Izaham A, Rahman RA, Manap NA, Zain JM. Near fatal error in management of postoperative epidural analgesia. International Journal of Risk and Safety in Medicine. 2014;26(2):57-60.

173. Mayo Clinic. Suggested Approach to Potential Drug Diversion Investigations Resource Provided by Mayo Clinic. <https://www.mnhospitals.org/Portals/0/Documents/ptsafety/diversion/mayo-flowchart.pdf> . Accessed July 21, 2017.

174. Mayo Foundation for Medical Education and Research. Drug Diversion Reporting and Response. <https://www.mnhospitals.org/Portals/0/Documents/ptsafety/diversion/drug-diversion-reporting-and-response.pdf>. Accessed June 30, 2017.

175. Mc Donnell C. Opioid medication errors in pediatric practice: Four years' experience of voluntary safety reporting. Pain Research & Management. 2011;16(2):93-8.

176. McAuliffe PF, Gold MS, Bajpai L, Merves ML, Frost-Pineda K, Pomm RM, et al. Second-hand exposure to aerosolized intravenous anesthetics propofol and fentanyl may cause sensitization and subsequent opiate addiction among anesthesiologists and surgeons. Medical Hypotheses. 2006;66(5):874-82.

177. McCammon C. Diversion: A Quiet Threat in the Healthcare Setting. American College of Emergency Physicians. <https://www.acep.org/Content.aspx?ID=94932>. Accessed August 2, 2017.

178. McClure SR, O'Neal BC, Grauer D, Couldry RJ, King AR. Compliance with recommendations for prevention and detection of controlled-substance diversion in hospitals. American Journal of Health-System Pharmacy. 2011;68(8):689-94.

179. McKinney M. Curbing healthcare drug theft. Modern Healthcare. 2015;45(21):0044-.

180. McKnelly A, Piacentino M. Spotting Signs of Drug Diversion. Dakota Nurse Connection. 2017;15(2):24-5.

181. McLarney R, Cashin E, Cashin R, Colegrave C, Luscombe M. Unauthorized medication collections on inpatient units. The Canadian nurse. 2012;108(5):22-7.

182. Mentler P. Preventing Diversion in the ED. Pharmacy Purchasing & Products. 2015;12(11):10.

183. Merlo LJ, Cummings SM, Cottler LB. Prescription Drug Diversion among Substance-Impaired Pharmacists. American Journal on Addictions. 2014;23(2):123-8.

184. Merlo LJ, Goldberger BA, Kolodner D, Fitzgerald K, Gold MS. Fentanyl and propofol exposure in the operating room: Sensitization hypotheses and further data. Journal of Addictive Diseases. 2008;27(3):67-76.

185. Miner J. A painful pilfering truth. The London Free Press [Internet].

186. Minnesota Hospital Association. Drug Diversion Prevention. <https://www.mnhospitals.org/quality-patient-safety/collaboratives/drug-diversion>. Accessed June 30, 2017.

187. Minnesota Hospital Association. Minnesota Controlled Substance Diversion Prevention Coalition: Final Report. <https://www.mnhospitals.org/Portals/0/Documents/ptsafety/diversion/drug-diversion-final-report-March2012.pdf>. Accessed July 21, 2017.

188. Minnesota Hospital Association. Drug Diversion Investigative Agencies. <https://www.mnhospitals.org/Portals/0/Documents/ptsafety/diversion/drug-diversion-investigative-agencies.pdf>. Accessed July 21, 2017.

189. Minnesota Hospital Association. Medication Diversion Prevention Coordinator Job Description: Job-Specific Competencies. <https://www.mnhospitals.org/Portals/0/Documents/ptsafety/diversion/medication-diversion-prevention-coord-job-description.pdf>. Accessed July 21, 2017.

190. Minnesota Hospital Association. Identifying Potentially Impaired Practitioners. <https://www.mnhospitals.org/Portals/0/Documents/ptsafety/diversion/potentially-impaired-practitioners.pdf>. Accessed July 21, 2017.

191. Minnesota Hospital Association. Controlled Substance Diversion Prevention - Summary of Minnesota Reporting Requirements and Guidelines. <https://www.mnhospitals.org/Portals/0/Documents/patientsafety/Collaborations/DDWG_Flow_Chart_2014_07_01.pdf>. Accessed July 21, 2017.

192. Minnesota Hospital Association. Drug and Alcohol Testing Checklist. <https://www.mnhospitals.org/Portals/0/Documents/ptsafety/diversion/sample-drug-alcohol-testing-checklist.pdf>. Accessed July 21, 2017.

193. Missouri Bureau of Narcotics & Dangerous Drugs. Drug Diversion In Hospitals - A Guide to Preventing and Investigating Diversion Issues. <https://health.mo.gov/safety/bndd/doc/drugdiversion.doc>. Accessed July 21, 2017.

194. Mitrano ER. Diversion by Healthcare Personnel: When it Happens to You. International Health Facility Diversion Association Conference 2016. Accessed July 5, 2017.

195. Monroe T, Vandoren M, Smith L, Cole J, Kenaga H. Nurses recovering from substance use disorders: A review of policies and position statements. Journal of Nursing Administration. 2011;41(10):415-21.

196. Mount Sinai Hospital v. Ontario Nurses' Assn. (Du Grievance). OLAA No 561 2011.

197. Government of Canada. Narcotic Control Regulations, C.R.C., c. 1041. <http://laws-lois.justice.gc.ca/eng/regulations/C.R.C.,_c._1041/index.html>. Accessed September 28, 2017.

198. Substance Use Disorder in the Workplace [Chapter 6]. In: National Council of State Boards of Nursing Inc. Substance Use Disorder in Nursing. Chicago: National Council of State Boards of Nursing Inc.; 2011: 49-78.

199. Nelson DA. Controlled substance analysis, wastage disposal and documentation system, apparatus and method. Google Patents. <https://www.google.com/patents/US6868344>. Accessed July 19, 2017.

200. New Hampshire Department of Health and Human Services - Division of Public Health Services. Hepatitis C outbreak investigation Exeter Hospital public report. <https://www.dhhs.nh.gov/dphs/cdcs/hepatitisc/documents/hepc-outbreak-rpt.pdf> . Accessed July 21, 2017.

201. New KS. Undertaking a System Wide Diversion Risk Assessment. International Health Facility Diversion Association Conference 2016. Accessed July 14, 2016.

202. New K. Pharmaceutical Diversion Education. [https://rxdiversion.com/detecting-and-responding-to-drug-diversion](https://rxdiversion.com/detecting-and-responding-to-drug-diversion/). Accessed July 13, 2017.

203. New K. Drug diversion defined: Steps to prevent, detect, and respond to drug diversion in facilities. CDC's Healthcare Blog. <https://blogs.cdc.gov/safehealthcare/drug-diversion-defined-steps-to-prevent-detect-and-respond-to-drug-diversion-in-facilities>. Accessed July 21, 2017.

204. New K. Diversion Risk Rounds: A Reality Check on Your Drug-Handling Policies. Digital Insights on Healthcare Risk Management, Control and Governance. 2015;2(1):9-13.

205. New K. Drug Diversion in Health Care Settings Can Put Patients at Risk for Viral Hepatitis. HIVgov Blog. <https://www.hiv.gov/blog/drug-diversion-in-health-care-settings-can-put-patients-at-risk-for-viral-hepatitis>. Accessed August 3, 2017.

206. New KS. Institutional Diversion Prevention, Detection and Response. Presentation to National Council of State Board of Nursing. <https://www.ncsbn.org/0613_DISC_Kim_New.pdf>. Accessed August 25, 2017.

207. New K. Avoid Diversion Practices that Prompt DEA Investigations. Pharmacy Purchasing and Products. 2016:10-3.

208. New K. Preventing, Detecting, and Investigating Drug Diversion in Health Care Facilities. Missouri State Board of Nursing Newsletter. 2014;16(4):11-4.

209. New K. Drug diversion: Regulatory requirements and best practices. <http://www.hospitalsafetycenter.com/content/328646/topic/ws_hsc_hsc.html>. Accessed September 21, 2017.

210. New K. Investigating Institutional Drug Diversion. Journal of Legal Nurse Consulting. 2015;26(4):15-8.

211. New K. Uncovering Diversion: 6 case studies on Diversion. Pharmacy Purchasing & Products. 2018;15(1):12-6.

212. North York General Hospital. Safety comes first when working with narcotics <http://www.nygh.on.ca/Default.aspx?cid=2998&lang=1>. Accessed June 29, 2017.

213. North York General Hospital v. Ontario Nurses' Assn. (C.G. Grievance). OLAA No 532 2016.

214. CBC News. Nurse disgraced in U.S. working in Canada. <http://www.cbc.ca/news/canada/nurse-disgraced-in-u-s-working-in-canada-1.1010916>. Accessed September 27, 2017.

215. O'Neal B, Siegel J. Diversion in the pharmacy. Hospital Pharmacy. 2007;42(2):145-8.

216. O'Neal B, Siegel J. Prevention of Controlled Substance Diversion—Scope, Strategy, and Tactics: Use of Diversion Detection Software. Hospital Pharmacy. 2007;42(6):564-71.

217. O'Neal B, Siegel J. Prevention of Controlled Substance Diversion—Scope, Strategy, and Tactics: Code N: The Intervention Process. Hospital Pharmacy. 2007;42(7):633-56.

218. O'Neal B, Bass K, Siegel J. Diversion in the operating room. Hospital Pharmacy. 2007;42(4):359-67.

219. O'Neal B. Editorial-The silver lining: Turning hardship into opportunity. Hospital Pharmacy. 2010;45(12):896-7.

220. Olinger D, Osher CN. Drug-addicted, dangerous and licensed for the operating room. The Denver Post. <https://www.denverpost.com/2016/04/23/drug-addicted-dangerous-and-licensed-for-the-operating-room>. Accessed August 2, 2017.

221. Omnicell. How Can You Cut Through Data Clutter? [https://www.omnicell.com/~/media/Files/Product Files/Business Analytics/Pandora Analytics Brochure.pdf](https://www.omnicell.com/~/media/Files/Product%20Files/Business%20Analytics/Pandora%20Analytics%20Brochure.pdf). Accessed June 30, 2017.

222. Omnicell. Diversion: Your Guide to Identification and Prevention. <https://www.pppmag.com/documents/White_Papers/PPP_1504_Omnicell_RA.pdf>. Accessed August 2, 2017.

223. Ontario College of Pharmacists. Hospital Assessment Criteria. <http://www.ocpinfo.com/library/practice-related/download/library/practice-related/download/Hospital-Assessment-Criteria.pdf>. Accessed August 30, 2017.

224. Ontario College of Pharmacists. Code of Ethics. <http://www.ocpinfo.com/library/council/download/CodeofEthics2015.pdf>. Accessed September 27, 2017.

225. Ontario College of Pharmacists. Preventing Drug Diversion. Pharmacy Connection. <http://www.ocpinfo.com/library/pharmacy-connection/download/ocp_pharmacyconnection_fall2017.pdf>. Accessed November 13, 2017.

226. Ontario College of Pharmacists. Mandatory Reporting. Pharmacy Connection. 2013;20(3):10-3.

227. Ontario Hospital Association. Supreme Court of Canada Weighs in on the Scope of Accommodating Drug Addicted Employees. Labour Relations Update. 2017;(6).

228. Ontario Nurses' Assn. *v* Sunnybrook Health Sciences Centre (Discharge Grievance). OLAA No 361 2016.

229. Oreskovich MR, Caldeiro RM. Anesthesiologists recovering from chemical dependency: Can they safely return to the operating room? Mayo Clinic Proceedings. 2009;84(7):576-80.

230. Osborne Margo Health Law & Policy. Physician Regulation in British Columbia: Legal Framework. <https://www.health.gov.bc.ca/library/publications/year/2012/physician-regulation-legal-framework.pdf>. Accessed September 27, 2017.

231. Paparella S. Transdermal patches: An unseen risk for harm. Journal of Emergency Nursing. 2005;31(3):278-81.

232. Paparella SF. A Tale of Waste and Loss: Lessons Learned. Journal of Emergency Nursing. 2016;42(4):352-4.

233. Pedersen CA, Schneider PJ, Scheckelhoff DJ. ASHP national survey of pharmacy practice in hospital settings: Dispensing and administration - 2014. American Journal of Health-System Pharmacy. 2015;72(13):1119-37.

234. Government of Ontario. Personal Health Information Protection Act, 2004, SO 2004, c 3, Sch A. <https://www.ontario.ca/laws/statute/04p03> . Accessed October 2, 2017.

235. Perz J. CDC Expert Commentary: Drug Diversion in Healthcare Settings. Medscape. <https://www.medscape.com/viewarticle/825801>. Accessed June 30, 2017.

236. Peterson DM. New DEA rules expand options for controlled substance disposal. Journal of Pain and Palliative Care Pharmacotherapy. 2015;29(1):22-6.

237. Pham J, Pronovost PJ, Skipper GE. Identification of physician impairment. JAMA. 2013;309(20):2101-2.

238. Pham JC, Pronovost PJ, Skipper GE. "Protection of patients from physician substance misuse": In reply. JAMA: Journal of the American Medical Association. 2013;310(13):1403-4.

239. Philbrick BG. An Unfortunate Account of Drug Diversion in a Hospital. <https://www.linkedin.com/pulse/unfortunate-account-drug-diversion-hospital-bradley-g-philbrick>. Accessed June 29, 2017.

240. Poklis JL, Mohs AJ, Wolf CE, Poklis A, Peace MR. Identification of Drugs in Parenteral Pharmaceutical Preparations from a Quality Assurance and a Diversion Program by Direct Analysis in Real-Time AccuTOF(TM)-Mass Spectrometry (DART-MS). Journal of Analytical Toxicology. 2016;40(8):608-16.

241. Pontore KM. *The epidemic of controlled substance diversion related to healthcare professionals. [master's thesis].* Graduate School of Public Health, University of Pittsburgh; 2015.

242. Premier Safety Institute. Opioid- Drug diversion in healthcare. <http://www.premiersafetyinstitute.org/safety-topics-az/opioids/drug-diversion>. Accessed July 21, 2017.

243. Revisor of Statutes, State of Minnesota. Prescriptions, Minnesota Statutes 2016, section 152.11. https://www.revisor.mn.gov/statutes/cite/152.11. Accessed July 21, 2017.

244. Priebe S, Foster C. Violations, self-reporting and a second chance philosophy. ASBN Update. 2009;13(3):24-5.

245. Government of Ontario. Professional Misconduct, Ontario Regulation 856/93. <https://www.ontario.ca/laws/statute/91m30/v2>. Accessed October 2, 2017.

246. Government of Ontario. Professional Misconduct, Ontario Regulation 681/93. <https://www.ontario.ca/laws/regulation/930681>. Accessed October 2, 2017.

247. Government of Ontario. Professional Misconduct, Ontario Regulation 799/93. <https://www.ontario.ca/laws/statute/91n32>. Accessed October 2, 2017.

248. Government of Ontario. Public Hospitals Act R.S.O. 1990, Chapter P.40 <https://www.ontario.ca/laws/statute/90p40>. Accessed October 2, 2017.

249. Purcell CA. Diversion Prevention Team University of Michigan Health System. International Health Facility Diversion Association Conference 2016. Accessed July 5, 2017.

250. Ramer LM. Using Servant Leadership to Facilitate Healing After a Drug Diversion Experience. AORN Journal. 2008;88(2):253-8.

251. Government of Ontario. Regulated Health Professions Act, 1991 S.O. 1991, Chapter 18. <https://www.ontario.ca/laws/statute/91r18>. Accessed October 2, 2017.

252. Reinhold J, Pontiggia L, Angeles M, Earl G. Web-based Instruction on Substance Abuse and Drug Diversion. Am J Pharm Educ. 2010;74(4).

253. Revisor of Statutes, State of Minnesota. Reporting Controlled Substance Losses, Minnesota Rules, part 6800.4800. <https://www.revisor.mn.gov/rules/?id=6800.4800>. Accessed July 21, 2017.

254. Revisor of Statutes, State of Minnesota. Reporting, Minnesota Statutes 2016, section 214.33. https://www.revisor.mn.gov/statutes/cite/214.33. Accessed July 21, 2017.

255. Rigg KK, Kurtz SP, Surratt HL. Patterns of prescription medication diversion among drug dealers (vol 19, pg 145, 2012). Drugs-Education Prevention and Policy. 2013;20(5):427-.

256. Rohman C. Roads to recovery: Drug diversion surveillance programs. Nursing Management. 2012;43(3):28-31.

257. Royal Victoria Regional Health Centre v. Ontario Nurses' Assn. (P.S. Grievance). OLAA No 373 2016.

258. Rudolph Research Analytical. Drug Diversion in the Hospital Pharmacy. <https://rudolphresearch.com/wp-content/uploads/2014/08/Drug-Diversion-in-the-Hospital-Pharmacy-8-7-2014.pdf>. Accessed June 30, 2017.

259. Santoro VA, Hilmi SC, Hort AL, Jenkins BG. Management of controlled drug (Schedule 8) liquid discrepancies to achieve best practice. Journal of Pharmacy Practice and Research. 2013;43(3):194-7.

260. Saver C. Drug diversion in the OR: how can you keep it from happening? OR Manager. 2009;25(12):1-11.

261. Schaefer M. Public Health Implications of Diversion by Healthcare Personnel. International Health Facility Diversion Association Conference 2016. Accessed July 5, 2017.

262. Schaefer MK, Perz JF. Outbreaks of Infections Associated With Drug Diversion by US Health Care Personnel. Mayo Clinic Proceedings. 2014;89(7):878-87.

263. Scholze AR, Martins JT, Galdino MJQ, Ribeiro RP. Occupational environment and psychoactive substance consumption among nurses. Acta Paulista de Enfermagem. 2017;30(4):404-11.

264. Schuppener LM, Pop-Vicas AE, Brooks EG, Duster MN, Crnich CJ, Sterkel AK, et al. Serratia marcescens Bacteremia: Nosocomial Cluster Following Narcotic Diversion. Infect Control Hosp Epidemiol. 2017:1-5.

265. Scimeca PD. White Paper: Updating Language to Enhance Nurse Narcotic Safety. <https://www.mnhospitals.org/Portals/0/Documents/ptsafety/diversion/white_paper-updating-language.pdf>. Accessed July 21, 2017.

266. Selzer J. "Protection of patients from physician substance misuse": Comment. JAMA: Journal of the American Medical Association. 2013;310(13).

267. Seppala MD, Berge KH. The Addicted Physician: A Rational Response to an Irrational Disease. Minnesota Medicine. 2010;93(2):46-9.

268. Shindo A, Matsuda A, Tani S, Marukami T, Fujimaru K, Yagi Y, et al. Construction of a safety management system for drug use by using an RFID tag. Studies in health technology and informatics. 2006;122:770.

269. Shyangwa PM, Joshi D, Lal R. Alcohols and other substance use/abuse among junior doctors and medical students in a teaching institute. Journal of the Nepal Medical Association. 2007;46(167):126-9.

270. Siegel J, O'Neal B, Wierwille C. Prevention of Controlled Substance Diversion—Scope, Strategy, and Tactics: The Investigative Process. Hospital Pharmacy. 2007;42(5):466-9.

271. Siegel J, Forrey RA. Four Case Studies on Diversion Prevention. Pharmacy Purchasing & Products. 2014;11(3).

272. Siegel J, O'Neal B. Code N: Multidisciplinary approach to proactive drug diversion prevention. Hospital Pharmacy. 2007;42(3):244-8.

273. Sipkoff M. Steering clear of bad apples. Drug Topics. 2006;150(13).

274. Smith N, Quansah K, Chelak K, Fitzsimmons H. Narcotics, Benzodiazepines, Stimulants, and Gabapentin: Policies, Initiatives, and Practices Across Canada. CADTH.<https://www.cadth.ca/sites/default/files/pdf/ES0285_Narcotics_BZD_Stimulants_Gabapentin_e.pdf>. Accessed June 29, 2017.

275. State of Pharmacy Automation - Automated Dispensing Cabinets. Pharmacy Purchasing & Products. 2016;13(8):58-68.

276. St. Luke's. St. Luke's Drug Free Workplace Policy. [https://www.mnhospitals.org/Portals/0/Documents/ptsafety/diversion/St. Luke's Drug Free Workplace Policy.doc](https://www.mnhospitals.org/Portals/0/Documents/ptsafety/diversion/St.%20Luke's%20Drug%20Free%20Workplace%20Policy.doc). Accessed July 21, 2017.

277. Stolbach A, Nelson LS, Hoffman RS. Protection of patients from physician substance misuse. JAMA: Journal of the American Medical Association. 2013;310(13):1402-3.

278. Surgery-related outbreaks from drug diversion. Same-Day Surgery. 2016;40(6):66-.

279. Swanson B-M. Preventing Prescription Drug Diversions at Your Hospital. Campus Safety. <http://www.campussafetymagazine.com/cs/preventing-prescription-drug-diversions-at-your-hospital>. Accessed June 30, 2017.

280. Tanga HY. Nurse drug diversion and nursing leader's responsibilities: Legal, regulatory, ethical, humanistic, and practical considerations. JONA's Healthcare Law, Ethics, and Regulation. 2011;13(1):13-6.

281. Tetzlaff J, Collins GB, Brown DL, Leak BC, Pollock G, Popa D. A strategy to prevent substance abuse in an academic anesthesiology department. Journal of Clinical Anesthesia. 2010;22(2):143-50.

282. The United States Department of Justice. Dignity Health Agrees To Pay $1.55 Million In Civil Penalties To Resolve Controlled Substances Act Claims. <https://www.justice.gov/usao-edca/pr/dignity-health-agrees-pay-155-million-civil-penalties-resolve-controlled-substances-act>. Accessed August 25, 2017.

283. The United States Department of Justice. *MGH to Pay $2.3 Million to Resolve Drug Diversion Allegations.* <https://www.justice.gov/usao-ma/pr/mgh-pay-23-million-resolve-drug-diversion-allegations>.Accessed August 25, 2017.

284. Thongkhamcharoen R, Phungrassami T, Atthakul N. Regulation of opioid drugs in Thai government hospitals: Thailand national survey 2012. Indian Journal of Palliative Care. 2014;20(1):6-11.

285. Toronto Drug Treatment Court. Court Process. <http://www.tdtc.ca/courtprocess>. Accessed October 3, 2017.

286. Thousands of patients seek testing after HCW charged with drug diversion. Hospital Employee Health. 2016;35(5):4-5.

287. Traynor K. DEA reschedules hydrocodone, makes changes to controlled substance disposal. American Journal of Health-System Pharmacy. 2014;71(22):1916-8+20.

288. Traynor K. Hospitals seek solutions for narcotics disposal. American Journal of Health-System Pharmacy. 2016;73(19):1484-5.

289. Tromp S. Tighten Security Against Narcotics Theft, Audit Tells Hospitals. The Tyee. <https://thetyee.ca/News/2013/05/02/BC-Narcotics-Theft>. Accessed June 29, 2017.

290. Tromp S. Prescription drug losses, thefts on the rise at smaller B.C. hospitals. The Globe and Mail. <https://www.theglobeandmail.com/news/british-columbia/prescription-drug-losses-thefts-on-the-rise-at-smaller-bc-hospitals/article28826576>. Accessed June 29, 2017.

291. Tsao NW, Lo C, Babich M, Shah K, Bansback NJ. Decentralized automated dispensing devices: Systematic review of clinical and economic impacts in hospitals. Canadian Journal of Hospital Pharmacy. 2014;67(2):138-48.

292. Ujiye G. Practice Q&A. Pharmacy Connection. [http://www.ocpinfo.com/library/PC/download/PC November/December 2008.pdf](http://www.ocpinfo.com/library/PC/download/PC%20November/December%202008.pdf). Accessed August 23, 2017.

293. Ulan S, Davison C, Perron M. First Do No Harm: Responding to Canada's Prescription Drug Crisis. [http://www.ccsa.ca/Resource Library/Canada-Strategy-Prescription-Drug-Misuse-Report-en.pdf](http://www.ccsa.ca/Resource%20Library/Canada-Strategy-Prescription-Drug-Misuse-Report-en.pdf). Accessed July 14, 2017.

294. Vahlberg J. Medical equipment with diversion mechanism. Google Patents. <https://www.google.com/patents/US20170109480>. Accessed July 19, 2017.

295. Vahlberg J, Dougan M. Facility-wide medication management systems. Google Patents. <http://www.google.com.pg/patents/US20130006652>. Accessed July 19, 2017.

296. Victorri-Vigneau C, Collin C, Messina-Gourlot C, Raffournier C, Mallaret M, Besse J, et al. Designing a tool allowing for a standardized assessment of resistance to drug diversion. Expert Opin Drug Deliv. 2014;11(7):995-1004.

297. Vigoda MM, Gencorelli FJ, Lubarsky DA. Discrepancies in medication entries between anesthetic and pharmacy records using electronic databases. Anesthesia and Analgesia. 2007;105(4):1061-5.

298. Virtanen M, Vahtera J, David Batty G, Tuisku K, Oksanen T, Elovainio M, et al. Health risk behaviors and morbidity among hospital staff - comparison across hospital ward medical specialties in a study of 21 Finnish hospitals. Scandinavian Journal of Work, Environment and Health. 2012;38(3):228-37.

299. Vivian JC. DEA form 106 and loss of controlled substances. US Pharmacist. 2015;40(12):43-5.

300. Vrabel R. Identifying and dealing with drug diversion. How hospitals can stay one step ahead. Health management technology. 2010;31(12):18-9.

301. Wagner DS, Golembiewksi J. Meds on the Move: From Cupboard to Machine. Journal of PeriAnesthesia Nursing. 2005;20(6):444-6.

302. Warner DO, Berge K, Sun H, Harman A, Hanson A, Schroeder DR. Substance use disorder among anesthesiology residents, 1975-2009. JAMA. 2013;310(21):2289-96.

303. Warner DO, et al. Risk and Outcomes of Substance Use Disorder among Anesthesiology Residents: A Matched Cohort Analysis. Anesthesiology2015. p. 929-36.

304. Warner AE, Schaefer MK, Patel PR, Drobeniuc J, Xia GL, Lin YL, et al. Outbreak of hepatitis C virus infection associated with narcotics diversion by an hepatitis C virus-infected surgical technician. American Journal of Infection Control. 2015;43(1):53-8.

305. Weinmann E. Improved management of medications by health care professionals. Journal of Radiology Nursing. 2013;32(2):70-3.

306. Welliver MD, Bertrand A, Garza J, Baker K. Two New Case Reports of Propofol Abuse and a Pattern Analysis of the Literature. International Journal of Advanced Nursing Studies. 2012;1(1):22-42.

307. White P, Nagle L, Hannah K. Adopting national nursing data standards in Canada. Canadian Nurse. <https://canadian-nurse.com/en/articles/issues/2017/may-june-2017/adopting-national-nursing-data-standards-in-canada>. Accessed October 2, 2017.

308. Wolf CE, Poklis A. A rapid HPLC procedure for analysis of analgesic pharmaceutical mixtures for quality assurance and drug diversion testing. Journal of Analytical Toxicology. 2005;29(7):711-4.

309. Wood D. Drug diversion. Aust Prescr. 2015;38(5):164-6.

310. Wright RL. Drug diversion in nursing practice a call for professional accountability to recognize and respond. Journal of the Association of Occupational Health Professionals in Healthcare. 2013;33(1):27-30.

311. Yeh BT. The controlled substances act: Regulatory requirements. <https://fas.org/sgp/crs/misc/RL34635.pdf> . Accessed August 18, 2017.

312. Yuen J. Nurse accused of stealing drugs from Brampton hospital. Toronto Sun. http://www.torontosun.com/2017/04/26/nurse-accused-of-stealing-drugs-from-brampton-hospital. Accessed July 6, 2017.