

## TESTIMONIALS

*“In 1995, I was at the lowest point of my life. I made a phone call and asked for help. A friend told me everything was going to be okay and referred me to PAPA. Throughout my recovery, I have thanked my higher power for my friend and PAPA.”*



*“Having the ability to continue my career as a pharmacist is a true gift. I know what a rare opportunity PAPA is for me and others in the program. I know how blessed I am. Thank you from not only me, but from my children and family who have me back.”*



*“Admitting that I am an addict was the first and most important step in changing my life for the better. Thank you to the PAPA program for giving me this opportunity to right the wrongs I have done to my family, friends, and profession.”*

## PAPA GOALS & FUNCTIONS

Although a friend, family member, colleague, or employer (called a “concerned other”) may be able to confront an impaired pharmacist, pharmacy student, or pharmacy technician with their problem and guide them into appropriate treatment, a more formalized structure is required for maximum effectiveness. Pursuant to provisions found in the Arizona state statutes, the Arizona State Board of Pharmacy is responsible for regulating the profession of pharmacy and protecting the public health and welfare.

PAPA contracts with the Board of Pharmacy to:

- ◆ Outline facilities for evaluation and referral.
- ◆ Persuade the pharmacy professional to enter a treatment program.
- ◆ Monitor the participant’s rehabilitation and re-entry into the profession.
- ◆ Promote a structured operating procedure.
- ◆ Establish a statewide support system for the impaired individual.
- ◆ Provide information on resources available for treatment and rehabilitation.
- ◆ The ultimate goal of the program is to help the recovering pharmacist, pharmacy student, or pharmacy technician re-enter practice as a competent professional.

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**PAPA**  
Pharmacists Assisting  
Pharmacists of Arizona

*“A Partnership in Caring”*

## Pharmacists Assisting Pharmacists of Arizona

*A program administered by the  
Arizona Pharmacy Foundation*

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## AWARENESS

The pharmacy profession is not immune to alcohol and/or chemical dependency problems.

A dependency problem impairs professional competency, ability and judgment. An alcohol and/or substance abuse problem left untreated may not only cause a pharmacy professional to risk his/her career, but more importantly, may endanger the life of a patient.

Alcohol and/or substance abuse may lead to the loss of employment or business, and have adverse consequences on personal, professional, and family relationships.

The hardest thing to admit is that we - or someone we love - may have a problem with alcohol or substance abuse, but doing so could save a life.

Often, we are too close to the impaired person to be objective and well-intended efforts to assist can result in helping to cover up a problem.

It is difficult to take that first step and get help for someone you care about. But it is more difficult to watch a colleague's personal and professional life fall apart.

If you or someone you care about is suffering from an alcohol and/or chemical dependency problem, please call PAPA at 480.838.3385

## WARNING SIGNS

**Eleven different signs to look for:**

- ◆ Unexplained and repeated tardiness/absenteeism from work.
- ◆ Sudden, unexplained mood changes, (i.e. anger, depression, irritability, anxiety).
- ◆ Legal problems, D.U.I.'s.
- ◆ Frequent, severe physical and medical problems.
- ◆ Constant need for medications and prescriptions.
- ◆ Repeated/prolonged bathroom breaks, and unexplained disappearance from immediate workplace.
- ◆ Increasing patient, customer, and co-workers complaints about behavior.
- ◆ Increase in dispensing errors.
- ◆ Increasing difficulty at home and with interpersonal relationships.
- ◆ Discrepancy in inventory records.
- ◆ Isolates/withdraws from other people.



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## What is PAPA?

**Pharmacists Assisting Pharmacists of Arizona (PAPA)** is a program established pursuant to a provision in the Arizona Pharmacy Law under the administration of the Arizona Pharmacy Foundation. It was established to provide assistance to any pharmacist, pharmacy student, or pharmacy technician with an impairment. Though emphasis is on alcohol and/or chemical dependency, the program offers support or referrals to other needed programs. The PAPA program is designed to serve both a board-mandated participant (non-confidential) and a self-referred participant (confidential).

**PAPA** is comprised of a volunteer steering committee and office staff. This committee reviews and acts on participant requests to ensure that all State Board requirements are met.

**PAPA** participation includes:

- ◆ Five-year contract
- ◆ Weekly peer counseling
- ◆ Random Urine Screens
- ◆ Monitored twelve-step meetings
- ◆ Semi-annual reviews