

Substance abuse in the workplace

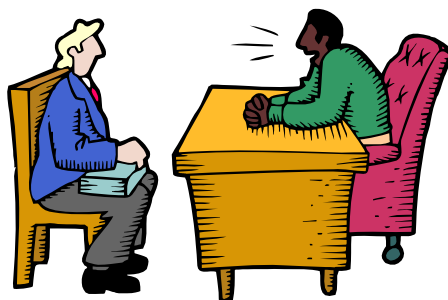


No Company/Workplace is Immune

Workers come from the general population and that means some people are substance abusers.

This means that workplaces hire people who use alcohol and other drugs. It also means that a percentage of these people will bring time-consuming, costly and possibly tragic situations related to substance abuse.

Alcohol problems in particular are a common reason for performance and safety problems. Other drug use is also a real concern.



National Survey 2004

- ⌘ About 80% of Canadians are current drinkers.
- ⌘ Heavy drinking has increased in recent years as 12.7 % of Canadians reported being heavy drinkers (5 drinks or more on a single occasion).
- ⌘ Among past-year drinkers 13.6% of Canadians are considered high-risk drinkers.



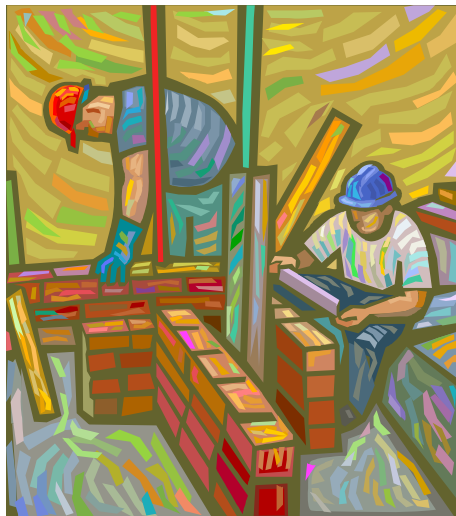
National Survey 2004

- ⌘ 14% of Canadian adults are current marijuana users:
- ⌘ 16% use monthly, 20% use weekly and 18% use daily. This percentage has doubled in the last 10 years.
- ⌘ Nearly twice as many men (18.2%) as women (10.2%) are current marijuana users.
- ⌘ Cocaine use has doubled in the past 10 years.



Who is at most risk for workplace substance abuse?

- ⌘ Prevalence varies by industry and occupation: Construction, utilities, forestry/mining, wholesale/retail, government, public administration and finance/insurance/real estate are more likely to report substance use at work, at risk use, multiple substance use or gambling issues.



Who is at most risk for workplace substance abuse?

- ⌘ **Males:** a number of studies show males to be more likely to experience drinking-related problems. They are three times more likely to go to work under the influence of alcohol/drugs.
- ⌘ **Males:** Persons 18-24 years of age have a tendency to drink more and are more likely to use illicit substances than older workers. They are four times more likely to go to work under the influence.



Substance Abuse Costs 2002

- ⌘ **Substance abuse cost \$39.8 billion to the Canadian economy in 2002.**
- ⌘ Annual productivity losses in Canada due to substance abuse have been estimated at \$24.3 billion, \$5.4 billion for direct law enforcement costs and \$8.8 billion in direct health care costs.
- ⌘ **Loss of productivity in the workforce accounts for the biggest part of the total social costs.**



Costs of tobacco usage 2002

- ⌘ **Tobacco accounts for \$17 billion (42.7%) in costs.** Loss of productivity due to illness and premature deaths accounts for about \$12.5 billion of these costs. Direct health care costs due to smoking account for \$4.4 billion.
- ⌘ **In 2002, approximately 37,209 Canadians died because of tobacco related illnesses.** Cancer being the main cause of death (17,679 individuals), followed by cardiovascular diseases (10,853) and breathing problems (8,282).



Costs of Alcohol Abuse 2002



- ⌘ Alcohol accounts for more than \$14.6 billion (36.6%) in costs. The most important economic costs are attributed to loss of productivity due to illness and premature deaths which accounts for \$7.1 billion.
- ⌘ Direct health care cost accounts for \$3.3 billion and law enforcement cost \$3.1 billion.
- ⌘ **In 2002, 4,258 deaths were attributed to alcohol** . Cirrhosis of the liver was the main cause (1,246 people) followed by automobile crashes (909 people) and suicides (603 people) related to drinking.

Costs of Illicit Drugs

2002

- ⌘ The costs of illicit drugs are estimated at \$8.2 billion (20.7%).
- ⌘ Loss of productivity due to illness and premature deaths cost \$4.7 billion.
- ⌘ Law enforcement cost is \$2.3 billion and direct health care costs more than \$1.1 billion.
- ⌘ **In 2002, 1,695 Canadians died due to illicit drug use.** Overdose was the main cause (958 individuals) followed by suicide (295), HEP C contracted while using drugs (165) and HIV (87).



Substance Abuse Costs New Brunswick 2002

- ⌘ **In 2002, the cost of substance abuse** to New Brunswick has been estimated to be in excess of **\$1,184.1 billion**.
- ⌘ **Tobacco total costs: \$468 million.**
- ⌘ **Alcohol total costs: \$451.7 million.**
- ⌘ **Illegal drugs total costs: \$264.4 million.**
- ⌘ In 2006, overall health care costs attributable to alcohol, illegal drugs and tobacco (passive smoking as well) for the province of New Brunswick was \$284,309,101.

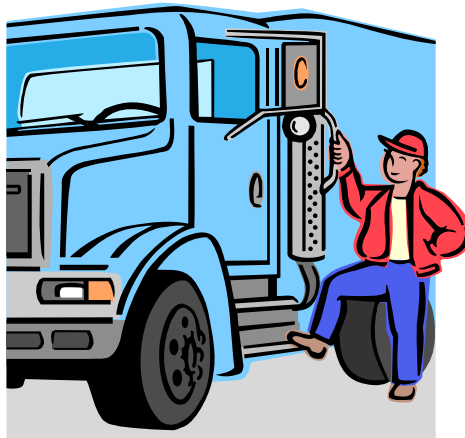


No Company/Workplace is Immune



In some instances, companies find their problems go well beyond the average. This can be especially true when a large number of young and/or transient workers are hired. Problems can be greater in some workplaces because of the nature of the workforce, the location and the circumstances in which they operate.

A relatively small number of people are capable of causing big problems.





DRUG

- ⌘ A drug is any substance that is capable of altering the functioning of the mind and body, and whose use can give rise to physical, emotional, family and social problems.



Drug Classification



<i>Depressants</i>	<i>Stimulants</i>	<i>Mood Altering Drugs</i>
<p><u>Alcohol:</u></p> <ul style="list-style-type: none"> -# beer -# cooler -# hard liquor -# wine <p><u>Opiates</u></p> <ul style="list-style-type: none"> -# Codeine -# Heroin -# Methadone -# Morphine -# Opium -# Dilaudid -# Synthetic (Demerol, percodan, etc.) <p><u>Benzodiazepines:</u></p> <p><u>Tranquilizers</u></p> <ul style="list-style-type: none"> - Valium - Ativan - Xanax - Barbiturates (Seconal, etc.) - Anti-psychotic (lithium, etc.) 	<p><u>Minor:</u></p> <ul style="list-style-type: none"> -# Caffeine -# Nicotine <p><u>Major:</u></p> <ul style="list-style-type: none"> -# Amphetamine (Speed, bennies, etc.) -# Cocaine -# Crack -# Crystal Meth <p><u>Antidepressants:</u></p> <ul style="list-style-type: none"> -# Prozac -# Paxil -# Zoloft 	<p><u>Cannabis:</u></p> <ul style="list-style-type: none"> -# Hashish -# Hash oil -# Marijuana <p><u>Hallucinogens:</u></p> <ul style="list-style-type: none"> -# Mushrooms -# Ecstasy -# LSD -# Mescaline -# PCP <p><u>Inhalants:</u></p> <ul style="list-style-type: none"> -# Nitrite -# Gasoline -# Glue



What Substances are of Greatest Concern in the Workplace?



Because of their prevalence and effect on ability to perform tasks, alcohol, medications like benzodiazepines and opiates (tranquilizers, sleeping pills, pain killers) and cannabis (marijuana, hash and hash oil) are the substances that are of the greatest concern.



Physical Dependency

- ⌘ This occurs when the body has adapted itself to the presence of the drug and withdrawal symptoms appear if the drug is quickly ceased.



Psychological Dependency

- ⌘ This occurs when the user becomes mentally and emotionally preoccupied with the drug. It's so central to the person's thoughts, emotions and activities that the need to continue amounts to a craving or compulsion.



Dependency/Addiction

- ⌘ Dependency is best seen as a continuum. Some users are less strongly dependent, and others are more strongly dependent.
- ⌘ Dependency is indicated when problems in major life areas result from excessive use, and drug use continues despite on-going problems.





Depressants

PHYSICAL SIGNS	BEHAVIORAL SIGNS	Long Term Effects
<p>Alcohol:</p> <ul style="list-style-type: none">◆# Slurred speech◆# Drunken behavior◆# The smell of alcohol on breath◆# Glossy eyes◆# Staggering, difficulty walking	<p>Alcohol:</p> <ul style="list-style-type: none">◆# Staggering◆# Loss of coordination◆# Euphoric	<p>Alcohol</p> <ul style="list-style-type: none">◆# Loss of appetite, vitamin depletion◆# Decreased motivation◆# Sexual problems◆# Medical health problems such as cirrhosis, cancer etc...
<p>Tranquilizers:</p> <ul style="list-style-type: none">◆# Unusually calm◆# Indifference, unconcern	<p>Tranquilizers:</p> <ul style="list-style-type: none">◆# Wanting sleep◆# Coolness	<p>Benzodiazepines:</p> <ul style="list-style-type: none">◆# Decreased motivation◆# Increased appetite◆# Impaired thinking◆# Memory and judgment problems◆# Sexual problems

Opiates

- ⌘ **Opioids (or opioid analgesics)** are used to treat severe pain. They are the most effective pain killers available and act as a depressant to the central nervous system.
- ⌘ Includes: Codeine, Opium, Morphine, Heroin, Hydromorphone (Dilaudid), Methadone, etc...



Opiates

⌘ Short Term Effects:

- ☑ Pain relief, euphoria, mental clouding, sense of well being, relaxation, drowsiness, nausea, pupils are contracted, decreased urination, constipation, sweating, itchy skin, and slow breathing.
- ☑ In large doses, the skin is cold, moist, bluish, and breathing may slow to a complete stop resulting in death.

Opiates



⌘ Short Term Effects:

- ☑ When injected the user feels a surge of pleasure, then a state of gratification into which hunger, pain and sexual urges do not intrude.
- ☑ The body feels warm and heavy, the mouth feels dry.
- ☑ May cause restlessness, nausea and vomiting.
- ☑ Taken orally the effects are more gradual.



Opiates

⌘ Long Term Effects:

- ☑ At high doses, severe constipation, contracted pupils, moodiness.
- ☑ May develop health problems such as: lung problems, Hepatitis C, HIV, abscesses, liver damage, brain damage, and more.
- ☑ Tolerance develops quickly therefore the body needs more of the drug to produce desired effects. Highly addictive.

Opiates

⌘ Withdrawal symptoms:

- ☑ Severe anxiety, insomnia, profuse sweating, muscle spasms, chills, shivering, tremors and can occur 4 to 5 hours after the last dose.
- ☑ Acute symptoms reach peak intensity after about 36 to 72 hours and are usually over within 7 to 10 days.



Cannabis



MARIJUANA LEAF

Marijuana

Hashish

Hash Oil



Cannabis

PHYSICAL SIGNS	BEHAVIORAL SIGNS	LONG TERM EFFECTS
<p>Cannabis:</p> <ul style="list-style-type: none">◆# Red, glossy eyes◆# Difficulty speaking◆# Increased appetite◆# Relaxed inhibitions◆# Drowsiness◆# Dry mouth◆# Cough◆# Dilated pupils◆# Trembling, shaking◆# Hyperactive, excited	<p>Cannabis:</p> <ul style="list-style-type: none">◆# Disjointed, muddled speech, talk or laugh more than usual◆# Decreased attention span◆# Impairment in divided attention (handling two tasks)◆# Increased time to make decisions◆# Impaired psychomotor performance (driving)◆# Distorted view of reality, time and distance	<p>Cannabis:</p> <ul style="list-style-type: none">◆# Amotivational Syndrome◆# Loss of energy, apathy◆# Chronic fatigue◆# Impairs memory and concentration◆# Affects process of thoughts, feelings and reasoning◆# Depressed◆# May lead to chronic bronchitis and other respiratory diseases like asthma

Central Nervous System Stimulants

Cocaine
Amphetamines
Methamphetamines





Stimulants

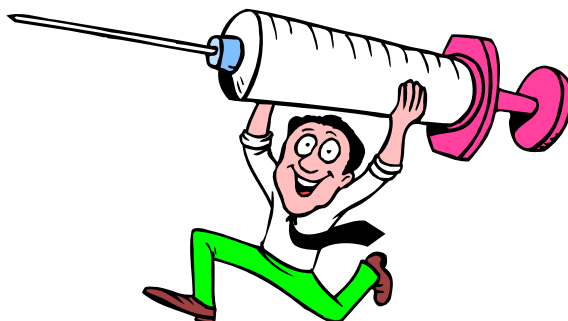
PHYSICAL SIGNS	BEHAVIORAL SIGNS	LONG TERM EFFECTS
<p>Cocaine:</p> <ul style="list-style-type: none">◆# Nasal congestion◆# Runny nose◆# Difficulty sleeping◆# Very excited, hyperactive <p>Cocaine & Speed:</p> <ul style="list-style-type: none">◆# Enlarged pupils◆# Heavy breathing◆# Loss of appetite◆# Heart rate accelerated◆# Excessive sweating◆# Weight loss◆# Nervous ticks	<p>Cocaine and Speed:</p> <ul style="list-style-type: none">◆# Excited◆# Aggressive◆# Impatient, intolerant◆# Inability to concentrate◆# Irritability◆# Paranoid◆# Wide mood swings	<p>Stimulants:</p> <ul style="list-style-type: none">◆# Malnutrition◆# Paranoia◆# Possible violence◆# Depression◆# Health problems such as stroke, kidney damage, etc...◆# Inappropriate sleeping patterns◆# Suicidal ideation◆# Psychosis

How does drug use affect job performance?

- ⌘ Alcohol and other drug use can lead to workplace impairment in several ways.
- ⌘ **Acute intoxication** by a psychoactive drug can affect a worker's **judgement, alertness, perception, motor coordination, and emotional state.**
- ⌘ Drug impairment may not be obvious with simple tasks, but as the psychomotor demand of a task increases, it generally takes less of most drugs for impairment to occur.

How does drug use affect job performance?

- ⌘ Abuse of substances will, in many cases, result in a **hangover** or **withdrawal effects** as the drug is leaving the body. This can impair workplace performance even if the substance was used during non-work time.
- ⌘ Longer-term use can lead to **chronic** or **dependant use** that usually results in on-going performance and health problems.



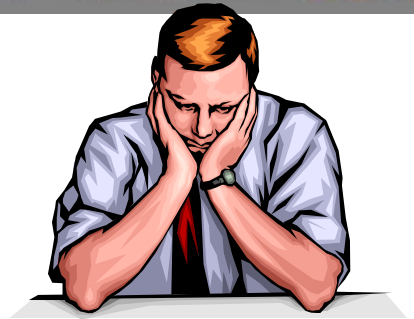
Indications Suggestive of Possible Substance Abuse Include:

- ⌘ Constantly arriving late and leaving early
- ⌘ High level of absenteeism
- ⌘ Change in quality or quantity of work output
- ⌘ Avoids direct contact with co-workers or supervisors
- ⌘ Apparent change in person (i.e. neglected hygiene)



Obvious Indications of Workplace Consumption Include:

- ⌘ Unsteady gait
- ⌘ Slurred speech
- ⌘ Impaired coordination
- ⌘ Inability to perform usual tasks
- ⌘ Drowsiness (evident with the use of alcohol, marijuana, tranquilizers, etc.)
- ⌘ Hyperactivity (evident with the use of cocaine, amphetamines, etc.)
- ⌘ Paranoia (evident with cocaine use)
- ⌘ Use of alcohol or other drugs before work and at work
- ⌘ Change of behavior with colleagues or isolation from colleagues



Consequences of Alcohol/Drug Abuse for the Workplace

Concerns are in the following areas:

- ⌘ Health
- ⌘ Lack of productivity
- ⌘ Decision making
- ⌘ Safety issues
- ⌘ Legal issues
- ⌘ Morale





Enabling

"Hurting people by helping them."

What is enabling?

Enabling consists of ideas, feelings attitudes and behaviours that unwittingly allow or encourage addictions and/or unhealthy behaviours to continue or worsen, by preventing the person involved from experiencing the consequences of his or her condition.





Enabling

"Hurting people by helping them."

Behaviours like covering up inappropriate behaviours, ignoring signs we know indicate a problem, stepping in and doing others work so they don't get into trouble.

Enablers don't usually realize they are enabling! Though they are not responsible for other peoples actions, they are for theirs!!!

It is imperative to recognize that if people quit playing the enabling role, unhealthy behaviours like addictions, manipulative behaviours, irresponsible behaviours, etc. could not survive!

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Enabling

"Hurting people by helping them."

Ask yourself... Do you:

- ⌘ fail to recognize dysfunctional behaviours?
- ⌘ overlook unacceptable behaviour?
- ⌘ attempt to counsel the person yourself?
- ⌘ cover up for people who do inappropriate things?
- ⌘ do another person's work so they don't get into trouble?
- ⌘ believe a person could not be involved in unhealthy behaviours because they are a great person?
- ⌘ recognize a problem and do nothing?
- ⌘ prepare yourself to set and follow through with fair consequences?



Enabling

"Hurting people by helping them."

Do you:

- ⌘ believe alcohol and drugs are the problem of the other person, police or counsellor and turn a blind eye to it?
- ⌘ believe simplistic responses work? (i.e. suggest a book to an unrecovering alcoholic.)
- ⌘ fail to suggest helpful resource or professional counsel?

How do we stop enabling?

Enabling

"Hurting people by helping them."




DETACHMENT

What is it?

Detachment is releasing or detaching from a person with love and care. It is mentally, emotionally and sometimes physically disengaging ourselves from unhealthy entanglements with another person's life and responsibilities.




As a supervisor how do I deal with an employee who may have a drug/alcohol problem?



- ⌘ Approach the employee on the basis of their declining performance.
- ⌘ Don't try to diagnose the substance abuse problem.
- ⌘ Explain behaviour and job concerns, referring to documented incidents.
- ⌘ Don't accuse the employee of having a drug/alcohol problem.

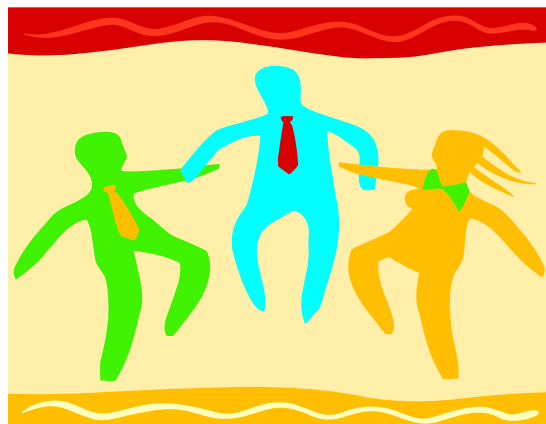
As a supervisor how do I deal with an employee who may have a drug/alcohol problem?



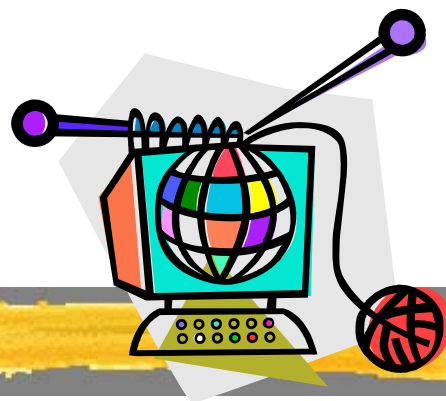
- ⌘ State clearly the necessary changes that need to happen.
- ⌘ Set a deadline for meeting the standards/changes and consequences of not doing so.
- ⌘ Offer assistance through the Employee Assistance Program and offer a list of available resources for assessments and self-help groups when available.

Strategies to Consider for your Workplace

- ⌘ Develop an alcohol and drug policy.
- ⌘ Educate employees on impacts, expectations and how to access help.
- ⌘ Educate employees and family members on substance abuse issues and how to get help.
- ⌘ Reinforce workplace culture by promoting health & safety.
- ⌘ Provide assistance through EAP and/or other community resources.



Websites



⌘ www.ccsa.ca

⌘ www.aadac.ca

⌘ www.healthcanada.ca

⌘ www.gnb.ca

⌘ www.serha.ca

Moncton Area Street Drug Information

Cannabis

FORM	STREET NAME	COST	METHODS OF USE
Marijuana	Pot Weed Grass	\$10 - \$15/gram 2 to 3 joints = gram \$110 - \$150/ounce \$1,200 - \$1,500/pound	Smoking
Hashish	Smoke Solid	\$15 - \$25/gram 6 to 7 BT's = 1 gram \$350 - \$400/ounce \$7,000 - \$11,500/kilo	BT's Smoking Eating Hot knives
Hash Oil	Smoke Oil	\$10 - \$20/gram Vial (cap) \$2,800 - \$4,800/pound \$8,000 - \$9,000/kilo	BT's Smoking