

Effects of Drug Abuse in the Workplace

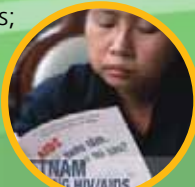
On the Individual

- Shunning away from friends
- Absenteeism
- Irritability
- Frequent borrowing of money
- Arriving late for work or early departure from work
- Nervousness
- Resentment
- Hand Tremors



On Co-workers

- Increased workload due to covering up of activities for colleagues
- Loss of production
- Other workers will want to just take it easy
- Growing possibility of accident and injuries resulting from negligence and impaired judgement
- Spread of drug use to co-workers
- Spread of disease on co-workers; spread of communicable diseases and infections such as HIV/AIDS, tetanus, hepatitis, tuberculosis and other viral infections, in the workplace
- Continuous covering up will lead to group conflict in the workplace



On the Employer

- Sickness increases medical costs
- Absenteeism reduces output due to loss of manpower
- Deteriorating working relationships resulting in industrial relations problems
- Missed deadlines and lost business transactions or deals due to unsound decisions and impaired judgement
- Excessive time wasted during work breaks
- Decline in the quality of products or services
- Low quality or substandard products and output resulting in the misuse of company resources
- Damage to property due to accidents

- Pilferage and theft
- Employee embezzlement
- Risk of "company and trade secrets" being sold to competitors from rival companies or unauthorized persons
- Decline in worker's discipline creating supervision problems
- Inability to respond well to training
- Loss of public trust and confidence because of poor quality production and services delivered
- Security threat to the company



PREVENTING DRUG USE AT WORK

- Rules and regulations can help to discourage drug use at work.
- Incentives can help prevent drug use and reward employees who voluntarily seek treatment for drug problems
- Sanctions can help discourage drug use at work (peer pressure, loss of privileges, loss of bonuses, demotion or suspension). Dismissal should be the last resort.
- Prevention programs may include factual information about drugs and drug abuse, self-assessment techniques or structured courses for management and staff.
- Promotion of health and safety measures to discourage drug use, especially at work.
- Promotion of good moral values and spirituality, and health and safety measures to discourage drug use at work.



DRUG ABUSE in the WORKPLACE



**"A Drug-Free
Employee...
is a Drug-Free
Workplace!"**



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An employee's personal problem or problems with drugs and alcohol have a direct impact on performance, morale, and company success.



Here are the facts:

- MORE**
- Absenteeism
 - Tardiness
 - Injuries to self and others
 - Sick leaves
 - Overtime pay
 - Workers' compensation

Less Productivity

Other Hidden Costs

- Diverted managerial time
- Damage to equipment
- Friction among workers

- Poor decisions
- Damage to the company's public reputation
- Fast personnel turnover

When you add up all the costs involved when the problem is ignored, can you afford not to establish a drug and substance abuse program? How then can you protect your workers from those, who, through the abuse of drugs endanger your work place and your profits?

What is a drug?

A drug is a chemical substance that brings about physical, emotional or behavioral change in a person taking it.

When are Drugs Harmful?

Any drug may be harmful when taken in excess. Some drugs can also be harmful if taken in dangerous combinations or by hypersensitive (allergic) persons in ordinary or even in small amounts.



Are Chemical Products other than Drugs ever abused?

Yes. Substance like glue, paint thinners, gasoline and other volatile inhalable (breathable) solvents contain a variety of dangerous chemicals. They should be sold and used with caution.

What is Drug Abuse?

Drug abuse is the use of any chemical substance, licit or illicit, which results in an individual's physical, mental or social impairment.



Characteristics of a Drug Abuser in the Workplace

- Unkept appearance
- Lethargy
- Deterioration of physical appearance, loss of weight haggard-looking, etc.
- General changes in overall personality – becoming more aggressive and unable to accept criticisms.
- Wearing of sunglasses at inappropriate times (to hide dilated or constricted pupils)
- Unusual borrowing of money
- Increasing absences from work
- Non adherence to safety regulations resulting to injuries due to carelessness
- Poor quality of work produced
- Reduced output
- Reporting sick very often usually with complaints about flu, colds, sinus problems, etc.
- Disinterested in the job and not motivated to improve himself through training
- Frequenting odd places, such as storage rooms, closets, basements, behind staircases, without cause
- Association with known drug abusers.

