

# DRUGS & ALCOHOL IN THE WORKPLACE



Alcohol and drug use among employees and their family members can be an expensive problem for businesses, with issues including:

- lost productivity
- absenteeism
- injuries
- fatalities
- theft
- low employee morale
- increase in health care
- legal liabilities
- workers' compensation costs

# Drugs And Alcohol In The Workplace

**James W. Price (Occupational medicine  
specialist)**



## **Drugs And Alcohol In The Workplace:**

*Addiction at Work* Hamid Ghodse, 2017-05-15 Drugs and the workplace just don't mix. Yes, most users of illicit drugs are employed adults and there's a high correlation between levels of stress, income, and alcohol abuse amongst professional and managerial employees. But the risks associated with drug use and abuse in the workplace have been well defined. *Addiction at Work* enables you to understand the background and extent of the problem, the cost of drug abuse to your organization, the role your own organizational culture may have in encouraging drug misuse, the risks associated with dangerous or stressful jobs. There are also chapters to help you understand the symptoms of drug abuse and the potential risks associated with perfectly legal prescription or over-the-counter medicines. The right kind of drug policy can be a significant weapon to fight this problem. So *Addiction at Work* explores your responsibility as an employer and how to design, communicate, and implement a policy that is appropriate for your organization. Finally, there are chapters on the tools and techniques open to your organization for tackling the problem head-on, ways of addressing problem behaviours, the advantages and disadvantages of drug screening and the ethics associated with this practice, employee assistance programmes, and specialist care, and finally, the employment law issues around drugs. *Addiction at Work* has been written by some of the world's authorities on drug use in the workplace. It is an essential reference for organizations seeking a way through the human, ethical, and legal issues and the risk they present to any employer of a social problem that is increasingly impacting employees, whatever their work or the nature of their workplace.

**Alcohol, Drugs and the U. S. Workplace** James W. Price (Occupational medicine specialist), 2014 Substance abusers exert a significant cost burden for employers. Evidence is mounting that worker substance abuse may have its greatest impact on productivity losses, including increased absenteeism and short-term disability, higher turnover, and suboptimal performance at work. Full-time workers that reported using illicit drugs or abusing prescribed drugs were more likely to report missing two or more workdays in the past month due to illness or injury and were more likely to have skipped one or more days of work in the past month. But what does one do to address this situation? The response is simple if a worker presents himself acutely intoxicated, but how does one handle off-duty or chronic use of potentially impairing substances that may or may not affect job performance and safety? This work reviews the regulatory issues surrounding substance use in the workplace, as well as drug and alcohol testing. The text examines the main substances of concern and discusses the literature related to disease-based and patient-based research, considering workplace safety. The monograph ends by describing the evaluation of potentially impaired employees and how to gain objective evidence of their ability to function safely and also how to direct troubled employees toward helpful programs.

**Drugs and Alcohol in the Workplace**, 1989 *Drugs and Alcohol in the Workplace* Insight Educational Services, 1992

*An Analysis of Worker Drug Use and Workplace Policies and Programs* John Patrick Hoffmann, Cindy Larison, Allen Sanderson, 1997 **Alcohol and Drug Problems at Work** International Labour Office, 2003 This manual contains guidance

for companies of all sizes on how to design implement and manage workplace substance abuse prevention programmes Prepared in collaboration with the UN Office for Drug Control and Crime Prevention it draws upon the lessons learned from a wide range of prevention initiatives set up by companies around the world Issues considered include the physiological effects of alcoholism and drug abuse substance abuse and the workplace the shift in emphasis towards the prevention approach programme planning and sustainability strategies and linkage with community support services for workers Management of Alcohol- and Drug-related Issues in the Workplace International Labour Office,1996 Problems relating to alcohol and drug use may arise from personal family or social factors from certain work situations or from a combination of these elements Such problems may harm not only the workers health and well being but also their work and job performance Given this multiplicity of causes multiple approaches to prevention assistance treatment and rehabilitation are needed The elimination of substance abuse is difficult to achieve in practice but workplace policies to assist people with drink or drug problems seem to yield the best results for workers and employers alike **Alcohol, Drugs and the U. S. Workplace** James W. Price (Occupational medicine specialist),2014-05-21 Substance abusers exert a significant cost burden for employers Evidence is mounting that worker substance abuse may have its greatest impact on productivity losses including increased absenteeism and short term disability higher turnover and suboptimal performance at work Full time workers that reported using illicit drugs or abusing prescribed drugs were more likely to report missing two or more workdays in the past month due to illness or injury and were more likely to have skipped one or more days of work in the past month But what does one do to address this situation The response is simple if a worker presents himself acutely intoxicated but how does one handle off duty or chronic use of potentially impairing substances that may or may not affect job performance and safety This work reviews the regulatory issues surrounding substance use in the workplace as well as drug and alcohol testing The text examines the main substances of concern and discusses the literature related to disease based and patient based research considering workplace safety The monograph ends by describing the evaluation of potentially impaired employees and how to gain objective evidence of their ability to function safely and also how to direct troubled employees toward helpful programs

*Alcoholism and Drug Abuse in the Workplace* Walter F. Scanlon,1991-06-30 Deteriorating job performance resulting from alcohol and drug dependency requires special handling and specific skills Developing these skills and learning what to do with them are not difficult tasks Employee assistance program professionals provide such training for key personnel Focusing on strategic intervention designed to help employees with personal problems that interfere with job performance Walter Scanlon describes the functions and benefits of employee assistance programs EAPs discusses their training and consultation objectives and shows how EAPs effectively identify and address such problems An important EAP goal is to reduce both the incidence of alcohol and drug related problems and the costs associated with them EAPs target employees whose work performance has deteriorated because of chemical dependency or other personal problems Scanlon has divided

his discussion of EAPs into seven workable segments the concept of EAP EAP history the history of drug and alcohol use current drug and alcohol use in the United States the legal corporate societal and individual influences on rehabilitation and EAP governmental influences including the Drug Free Workplace Act and mandatory drug screening and cost considerations including the trend toward managed health care

**Drugs and Alcohol in the Workplace** Victor Schachter,1990 In view of the fast moving developments surrounding substance abuse issues in the workplace this publication cannot provide final answers Our goal is to enable well intentioned employers to understand the law to implement sound corporate practices and more effectively control substance abuse in the workplace From preface

Drug and Alcohol Abuse in the Workplace Joseph H. Lodge,1987 *Drugs and Alcohol in the Workplace* Continuing Legal Education in Colorado,2000 An Employer's Guide to Dealing with Substance Abuse ,1990 *Drug Testing in the Workplace* S. Macdonald,P. Roman,2012-12-06

Previous volumes have been well received and the present work should be no exception In a field where advances contribute to the widening gap between clinician and researchers this volume serves to close that distance Alcoholism Clinical and Experimental Research from a review of a previous volume *Working Dazed* Angela Browne Miller,2013-11-11

**Health Promotion in the Workplace, Alcohol and Drug Abuse** WHO Expert Committee on Health Promotion in the Workplace: Alcohol and Drug Abuse,1993 **Drugs in the Workplace** ,1989 *Alcohol in the Workplace* Graeme D. Hutcheson,Marion M. Henderson,John B. Davies,1995 Drugs and Alcohol in the Workplace Commerce Clearing House,1992 Alcohol & Drugs in the Workplace ,1986

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