WORKPLACE AND SUBSTANCE ABUSE

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WORKPLACE AND SUBSTANCE ABUSE

• Significant Alcohol and Other Drug use problems exist among employees at workplace
• U.S industry negatively affected through absenteeism, accidents, low morale, medical illness
• Cost to U.S companies is estimated at billions of dollars
• Rate of substance use varies by occupation, industry and employment status
• EAPs are a valuable resource for obtaining help for employees
• Employment remains the ultimate goal in vocational rehabilitation of the substance abuser
SCOPE OF THE PROBLEM

Actual extent of the SA problems and their cost to the industry are difficult to measure and probably underestimated due to variety of factors

• Behavioral tolerance
• Problems become apparent at late stages of addiction
• Nature of employee’s work
• Stigma and fear of job loss prevents self reporting
• Supervisory and coworkers related factors – enabling/cover up, confronting the employee
ROLE OF AN EMPLOYER

• Punitive vs. Rehabilitative

• Employee education

• Written SA policy, including availability of drug counseling programs and specific penalties for violating the policy

• Employee Assistance Programs (EAPs)
EMPLOYEE ASSISTANCE PROGRAM

- Worksite based intervention programs
- Help employees identify and address personal concerns
- Provide efficient, effective and professional assessment, referral and follow up services
- Clear policy critical to effective EAPs and should be viewed as non-punitive, constructive and totally confidential
- Self referrals vs. Administrative referrals
- Adoption of EAPs by Employers – employee benefit, social responsibility, cost containment, avoid litigation, relieve supervisors of dealing with employee problems
ROLE OF A SUPERVISOR

• Confronting employees is a natural part of supervisor’s role and may make them uncomfortable
• Constructive Confrontation involves
  • Observing and documenting deteriorating job performance
  • Confronting the employee with the specific details of these problems
  • Clarify what specific improvement is expected
  • Specify clearly consequences if improvement does not occur
COST TO THE EMPLOYERS

• Lost Productivity - absenteeism, poor job performance

• Medical cost - increased illness, accidents/injuries, disability and workman’s compensation

• Legal cost - litigation cost

• Others - lower employee morale, turnover/recruiting/training cost, time spent to handle disciplinary/grievance proceedings
JOB PERFORMANCE AND SA

- Dose dependent effects on job performance
- Simple tasks vs. Complex, cognitive tasks
- Response to a drug determined by different factors
  - Physiologic – age, sex, wt, disease state
  - Pharmacologic – type of a drug, route of administration, dose, tolerance, duration of effect of a drug
  - Psychological – behavioral toxicity, emotional state, situational variables
SIGNS/SYMPTOMS

• Medical – drowsiness, seizures, alcohol smell
• Psychological - confusion, disorientation, hallucinations
• Behavioral – confrontational, argumentative, altercations
• Tardiness/Absenteeism – Monday mornings, after holidays
• Accidents/Injuries
• Frequent medical leaves
• Deteriorating job performance
Projected Overall Cost of Drug Abuse, 1998-2000
(in billions of dollars)

Harwood (2000)
Overall cost of Drug Abuse 1998-2000

Harwood (2000)
Past Month Illicit Drug Use among Persons by Age: 2007

Percent Using in Past Month

Age in Years

12-13 16-17 18-20 21-25 26-29 30-34 35-39 40-44 45-49 50-59 60-64 65+

3.8 8.9 17.0 22.3 18.7 12.9 9.6 7.6 7.2 6.6 5.2 3.4 1.8 0.8
Past Month Illicit Drug Use among Persons Aged 12 or Older: 2007

- **Illicit Drugs**: 19.9 million
- **Marijuana**: 14.4 million
- **Psychotherapeutics**: 6.9 million
- **Cocaine**: 2.1 million
- **Hallucinogens**: 1.0 million
- **Inhalants**: 0.6 million
- **Heroin**: 0.2 million

Numbers in Millions
Past Month Illicit Drug Use among Persons Aged 12 or Older: 2009

- Illicit Drugs: 21.8 million
- Marijuana: 16.7 million
- Psychotherapeutics: 7 million
- Cocaine: 1.6 million
- Hallucinogen: 1.3 million
- Inhalants: 0.6 million
- Heroin: 0.2 million

Numbers in Millions
Dependence on or Abuse of Specific Drugs in the Past Year Among Persons 12 or Older: 2009

- Marijuana: 4299
- Pain Reliever: 1854
- Cocaine: 1120
- Tranquilizer: 481
- Heroin: 399
- Stimulants: 371
- Hallucinogen: 371
- Inhalants: 164
- Sedatives: 147

Numbers in Thousands
Past Month Illicit Drug Use among Persons 18 or Older, by Employment Status: 2008/2009

- Full Time
  - 2008: 8
  - 2009: 8

- Part Time
  - 2008: 10.2
  - 2009: 11.5

- Unemployed
  - 2008: 4.9
  - 2009: 6

- Other
  - 2008: 19.6
  - 2009: 17
Percentage of Full –Time Workers Aged 18 to 64 Who Missed Days of Work in the Past Month Due to Illness or Injury: 2004 and 2005

Days of Work Missed:
- 0 days: 79.9%
- 1 or 2 days: 2.9%
- 3 or 4 days: 3.4%
- 5 or more: 13.8%
The Majority of Current Illicit Drug Users Are Employed (Current Users of Illicit Drugs, Ages 18 and Over)

Source: National Survey on Drug Use and Health: 2007

<table>
<thead>
<tr>
<th>Occupation /Industry</th>
<th>% Illicit Drug Use</th>
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<tbody>
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<td>16.9</td>
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<tr>
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<tr>
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<td>Retail Trade</td>
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<td>Mining</td>
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<tr>
<td>Transportation and Warehousing</td>
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<td>Health Care and Social Assistance</td>
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<tr>
<td>Educational Services</td>
<td>4.0</td>
</tr>
<tr>
<td>Utilities</td>
<td>3.8</td>
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Source: Worker Substance Use and Workplace Policies and Programs, 2007
# Heavy Alcohol Use Among Full-Time Workers

## Trends by Major Occupation/Industry: 2002–2004

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Source: Worker Substance Use and Workplace Policies and Programs, 2007
Percent Past Month Use of Any Illicit Drug by Age

Source: National Survey on Drug Use and Health: 2007
Past Month Illicit Drug Use among Persons Aged 18 or Older, by Employment Status: 2007

“Other” Employment category includes retired persons, disabled persons, homemakers, students, or other persons not in the labor force.
Percent of Young Adults Reporting Current Drug Use, by substance

Source: 2008 NSDUH Report
Binge Alcohol Use, Class of 2007

% of Students With One or More Episodes In Last 2 Weeks

- 8th Graders: 10.0%
- 10th Graders: 22.0%
- 12th Graders: 25.9%
- College Students: 41.0%

Rates of Binge Alcohol Use by Age Group
(Current Use, Past 30 Days)

NSDUH 2008 Report
Drug-Related Emergency Department Visits, by Type of Case: 2006

- Illicit Drugs with Pharm 10%
- Alcohol with Pharm 11%
- Illicit Drugs with Pharm and Alcohol 3%
- Alcohol Only <21 7%
- Pharmaceuticals Only 28%
- Illicit Drugs Only 31%
- Alcohol Only <21 7%

✓ Studies indicate about 5 to 28% of all hospital admissions are drug related.
✓ About 1.7 million visits to ED associated with substance misuse or abuse.

Sources: SAMHSA, ED Trends - DAWN Final Estimates 2006 & Lit Review
Workplace Evidence Based Programs

Overall Reduced Costs

Decrease Substance Abuse

Increase Health & Wellness

Increase Morale & Commitment

Improve Safety

Improve Performance
Collaboration

- Unions
- Management
- Communities
- Employees
- Families