

Substance Use in the Workplace: The Big Picture

Most employees would agree that substance use in the workplace is a problem. But do all employees understand how they are being affected by substance use? Help employees see the Big Picture as it relates to substance use by answering the following questions:

Substance abusing employees are **5 times** more likely to file a worker's comp claim (NIDA).

How many worker's comp claims did your company have last year? How much do you spend per employee on worker's comp insurance premiums? How does the number of claims affect your rates?

80% of those injured in drug/alcohol related accidents are not the using employee, but an innocent coworker (National Safety Council).

How many employees have been injured in an accident where a negligent coworker was at fault?

Employees who abuse alcohol have **double** the health care costs of non-abusing employees (SAMSHA).

Do health care claims increase the cost of your health insurance premiums? If so, how have they changed over time (either up or down)?

According to the NIDA, substance abusing employees are; **3** times more likely to be late for work, **2.2** times more likely to request early dismissal or time off, **2.5** times more likely to have absences of 8 days or more.

How does missed work affect your company's productivity? How does lost productivity affect your bottom line?

Substance abusers are **twice** as likely to have had **3 or more** employers in the past year (SAMSHA).

What does the turnover rate look like in your company? What are the benefits of maintaining a low turnover rate?

14% of workers report having to re-do work done incorrectly by a substance abusing employee within the last year (SAMSHA).

What can your employees do to prevent themselves from being in this 14%? How are supervisors trained to deal with these situations?

Each substance abusing employee costs his employer approximately **\$6,600** per year (US Navy).

*How much money is your company losing to substance abuse? How would you invest that money if you weren't losing it so substance abuse? **What additional benefits would you be able to offer?***



SubstanceFree
WORKPLACE

www.substancefreeworkplace.com