

Drugs and Alcohol

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Drugs and Alcohol







Five cases

1. Constant troublemaker
2. Whistleblower
3. Poor performance
4. The wife
5. The surprise

Alcohol Statistics

- More than **9 million** people in England drink more than the recommended daily limits
- Lost productivity due to alcohol in the UK is estimated at about **£7.3bn** per year
- Up to **17 million working days** are **lost** each year because of **alcohol-related sickness**
- **Cost to employers** of sick days due to drink is estimated at **£1.7bn**
- A **third** of employees admitted to having been to work with a hangover
- **15%** reported having been drunk at work
- **1 in 10** reported hangovers at work once a month; **1 in 20** once a week

Drug Statistics

The Crime Survey for England and Wales 2015/2016 estimates that:

- Around 1 in 12 (**8.4%**) adults aged 16 to 59 had taken an illicit drug in the last year, which equates to around 2.7million people.
- Around 1 in 5 (**18%**) young adults aged 16 to 24 years had taken an illicit drug in the last year, which equates to around 1.1 million people.
- Cannabis was the most commonly used drug followed by cocaine

Most Commonly Used Substances

MOST

Alcohol

Cannabis

Cocaine

Amphetamine

Tranquilisers

including Benzodiazepines & others

Ecstasy

Mephedrone

Ketamine

Hallucinogens

More recently NPS



LEAST

Impact of Substance Misuse in the Workplace

- Increased injuries/accident rates
- Absenteeism/extra sick leave
- Loss of production
- Tardiness/sleeping on the job
- Theft
- Poor decision making
- Loss of efficiency
- Lower morale of co-workers
- Increased likelihood of having trouble with co-workers/supervisors or tasks
- Higher turnover
- Training of new employees
- Disciplinary procedures

When we test

- Pre-employment
- Post-incident
- For cause
- Not random-yet

Lastly

- HR and legal support now
- Senior management support
- No tribunals

Questions