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
- Pillage 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.

“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.

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?