

## **COST EFFECTIVE Drug Programs**

### **Employee Health- Medical Costs – 300% Higher**

Substance abusers tend to neglect their nutrition, sleep and other health needs, and substance abuse depresses the immune system.

#### **Impact:**

- Higher health benefit usage
- Increased use of sick time
- More absenteeism and tardiness

## **Safety- Up to 40% of Industrial fatalities / 47% of Industrial injuries linked to alcohol**

Common effects of the use of alcohol and other drugs are impairments in vision, hearing, attention span, muscle coordination, alertness and mental acuity.

#### **Impact:**

- More accidents
- More workers' compensation claims

## **Productivity- 1 in 5 workers report they have to work harder**

Employees who abuse alcohol or use drugs can be physically and mentally impaired on the

job. Substance abuse interferes with job satisfaction and the motivation to do a good job.

**Impact:**

- Reduced output
- Increased errors
- Lower quality
- Reduced customer satisfaction

**Decision Making-77% admit on the National Cocaine Hotline to using drugs on the job**

Employees who use alcohol and/or drugs often make poor decisions and have a distorted perception of their ability.

**Impact:**

- Reduced innovation
- Reduced creativity
- Reduced competitiveness
- Poor daily and strategic decisions

## **Morale- Current users change jobs 3+ times a year**

The presence of an employee with drug and/or alcohol problems places a strain on relationships between coworkers. Organizations that appear to condone drug use create the image that the organization does not care.

### **Impact:**

- Higher turnover
- Diminished quality
- Reduced team effort

## **Security-25% admit stealing from the company**

Employees with drug and/or alcohol problems often have financial difficulties, and employees using illegal drugs may conduct illegal activities in the workplace.

### **Impact:**

- Theft
- Law enforcement involvement

## **Organizational Image and Community Relations**

Accidents, lawsuits and other incidents may receive media attention.

### **Impact:**

- Reduced trust and confidence
- Reduced ability to attract high quality employees
- Decreased business/financial well-being

U.S. Department of Labor