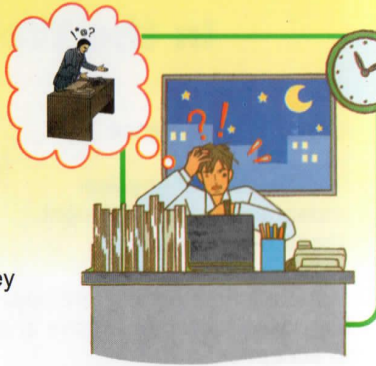


## Effects of Drug Abuse in the Work Place

### On the Individual...

Shunning away from friends  
Absenteeism  
Irritability  
Nervousness  
Resentments  
Hand tremors  
Frequent borrowing of money  
Arriving late for work /  
Early departure from work.



### On Co-workers...



- Increased workload due to covering up of activities for colleagues
- Loss of production
- Continuous covering up will lead to conflicts
- Other workers will want to just to take it easy
- Growing possibility of accidents and injuries resulting from negligence and impaired judgements
- Spread of drug use to co-workers

### On the Employer...

Sickness increases medical costs.  
Absenteeism reduces output due to loss of manpower.  
Deteriorating working relationship resulting in industrial relations problems.  
Missed deadlines and loss in business transactions/ deals due to unsound decisions and impaired judgement.  
Excessive time wasted during coffee and lunch breaks.  
Decline in the quality of products / services.  
Low quality or substandard products / output resulting in wastage of precious / scarce resources.  
Damage to property due to accidents.  
Pilferage and theft.  
Employee embezzlement.  
Risk of "company / department 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.



## DISCOURAGING 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.
- Sanction can help to discourage drug use at work (peer pressure, loss of privileges, loss of bonuses, demotion or transfer/suspension).  
Dismissal should be a last resort.



- Prevention programs may include factual information about drugs and drug abuse, self-assessment techniques, or structured courses for management and/or staff.

Promotion of health and safety measures to discourage drug use, especially at work.



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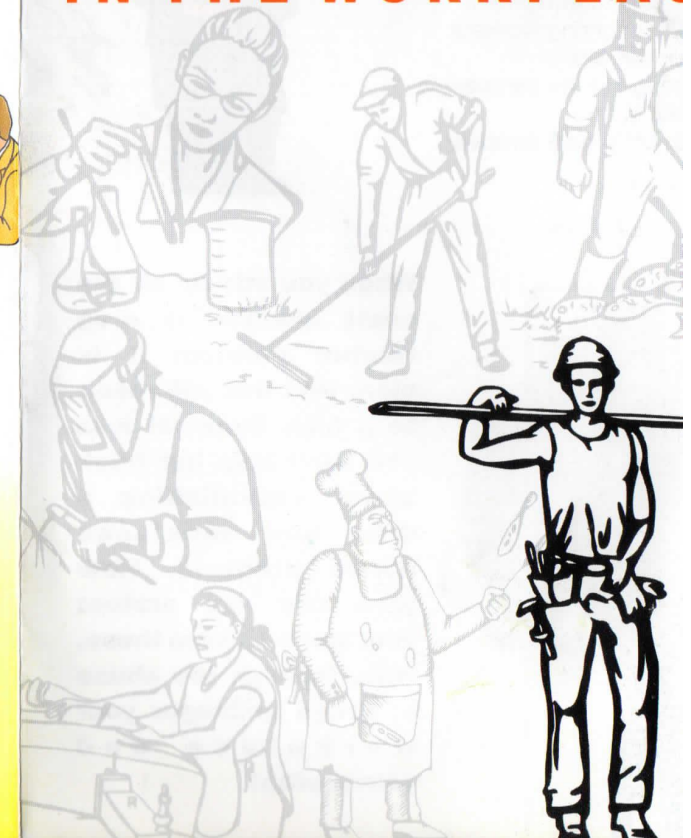
PHILIPPINE DRUG ENFORCEMENT AGENCY  
PREVENTIVE EDUCATION AND  
COMMUNITY INVOLVEMENT SERVICE (PECIS)

NIA Northside Road  
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Tel. No.: 927-9702  
Hotlines: 920-0735 | 920-0736

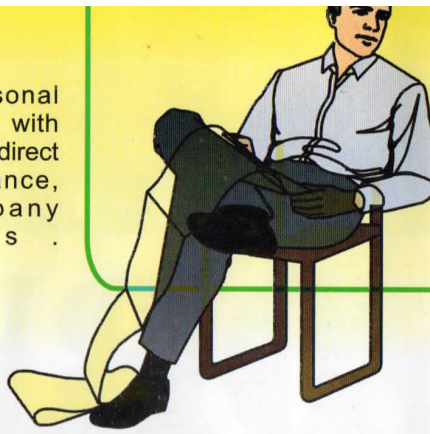


A drug free employee  
is a drug free workplace

# DRUG ABUSE PREVENTION IN THE WORKPLACE



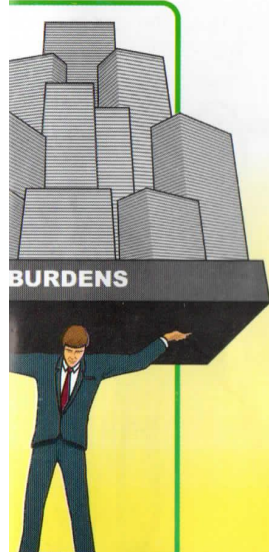
employee's personal problem or problems with drugs and alcohol have direct impact on performance, morale and company success.



## Less Productivity

### Other Hidden Costs:

Diverted managerial time  
 Damage to equipment  
 Friction among workers  
 Poor decisions  
 Damage to the company's public image  
 Fast personnel turnover



**When you add up all the costs involved in drug related problem it is clear that this will result to a high financial loss you can't help but think about establishing a drug and substance abuse program. How then can you protect your workers from those, who, through the abuse of drugs endanger your workplace and your profits?**

# What is DRUGS...

**A drug is a chemical substance that brings about physical, emotional, or behavioral change in a person taking it.**

## When Are Drugs Harmful?

Any drug may be harmful when taken in excess. Some drugs can also be harmful if taken in dangerous combinations or by hypersensitive (allergic) persons in ordinary or even small amounts.

## Are Chemical Product Other Than Drugs Ever Abused?

Yes, substances like glue, paint thinners, gasoline, and other volatile (breathable) solvents contain a variety of dangerous chemicals. They should be sold and used with caution.

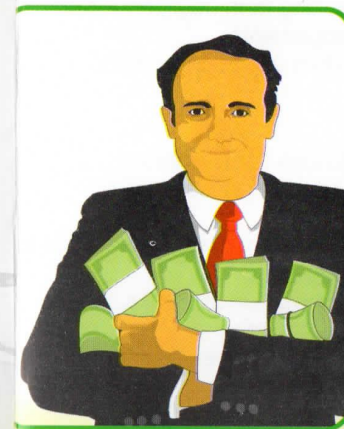
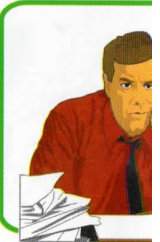
## What Is Drug Abuse?

Drug abuse is the use of any chemical substance, licit or illicit, which results in an individual's physical, mental, or social impairment.



## Characteristic of Drug Abuse in the Workplace

- Unkempt appearance
- Lethargic
- Deterioration of physical appearance - loss of weight, haggard-looking, etc.
- General changes in overall personality becoming more aggressive and unable to accept criticism
- Wearing sunglasses at inappropriate times (to hide dilated or constricted pupils)
- Unusual borrowing of money
- Increasing of absences from work
- Non-adherences to safety regulations resulting to injuries due to carelessness
- Poor quality of work produced
- Reduced output



- Frequenting odd places, such as storage rooms, closets, basements, behind staircases etc., without clear reason
- Association with known drug abusers
- Reporting sick very often, usually with complaints about flu, colds, sinus problems, etc.
- Disinterested in the job and unmotivated to improve himself through training

