

Alcohol and Drugs in the Workplace: cause and effect factors

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Navigating the Mine Field:

Preventing and conquering the barriers to complex injury management cases

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1. Improved understanding of the world of work, better conceptual frames around AOD use and the role of workplace culture.
2. New information about work-related AOD use.
3. Work-related use of alcohol.
4. Work-related use of illicit.
5. Response strategies.

Key Issues

1. The role of workplace culture
2. Work-related alcohol and drug use (before, during, and after work)
3. Duty of care
4. School-to-work transition
5. Young workers
6. Women
7. Specific industry and occupational groups
8. Alcohol is the number one issue
9. Under-utilised scope for intervention (esp. early and brief int)
10. Think in terms of potential partnerships

Workplace Culture

Work-related AOD use

- Levels and patterns of use associated with work environment and work culture
- Large proportion 'usually' drink at their workplace – drinking at end of work day common (e.g., building trades apprentices, train drivers, police)
- Across all industries and occupations risk drinking and illicit drug use is higher for males than females – some exceptions (e.g., specialist managers, F>M)





Workplace factors that can contribute to drug and alcohol use

1. Stressors:

- Hot and dusty conditions.
- Dangerous work, or work with elevated safety risk.
- Boring or monotonous work.
- Lack of control over the planning or pace of work.
- Poor/volatile industrial relations climate.

2. Controls:

- AOD Policy
- High availability
- Low visibility
- Lack of supervision

3. Workplace culture:

- Stressors and controls can combine to contribute to a workplace culture that can support or discourage alcohol and drug use.
- Working life and social life are not separate issues.
- Workplace culture can disable or enable workplace controls.

Use of alcohol and/or illicit Drugs in the Workplace May Impact On:

- Productivity
- Health & safety
- Work relationships

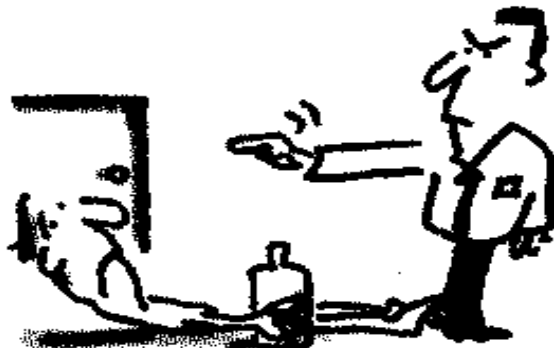




LIVER



LOVER



LIVELIHOOD



LAW

THE 4 Ls OF ALCOHOL

Increasingly, workers are viewed as both valuable and rare.



Long time between drinks



A Venn diagram consisting of three overlapping circles on a dark blue background. The top circle is white with an orange border and contains the word 'INTOXICATION' in pink. The bottom-left circle is white with a pink border and contains the words 'REGULAR USE' in dark red. The bottom-right circle is white with a cyan border and contains the word 'DEPENDENCE' in dark blue. The circles overlap in the center and at the intersections between pairs of circles.

INTOXICATION

REGULAR USE

DEPENDENCE

Intoxication

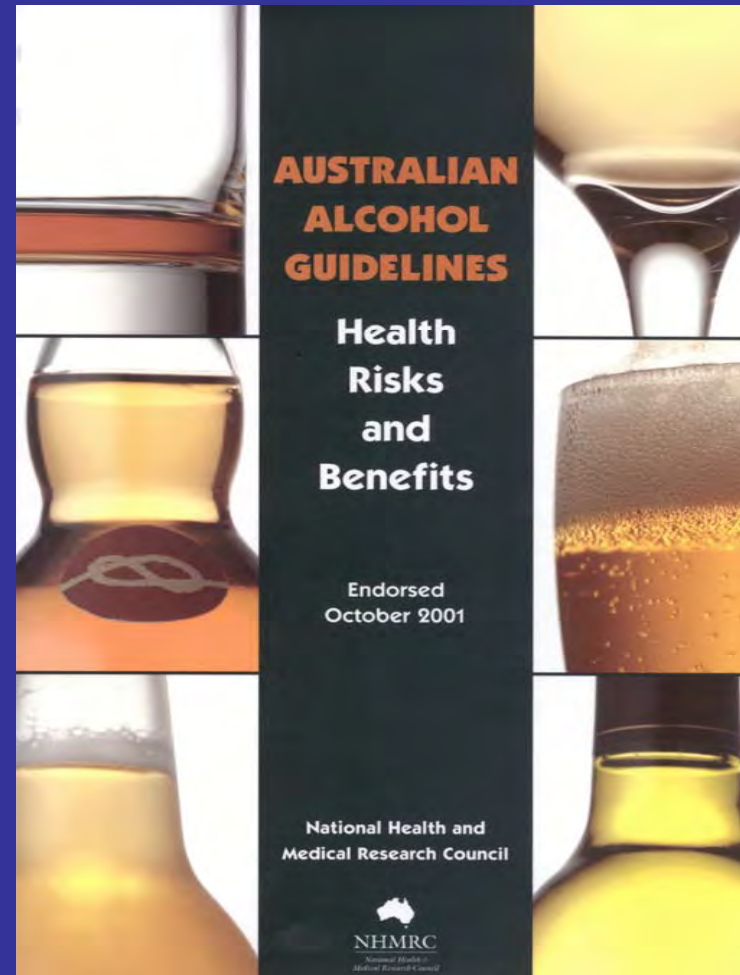
Accidents and injury
Hangover
Interpersonal Violence
O/Dose

INTOXICATION



Australia's Drinking Guidelines

- Australia's drinking guidelines were developed by the NHMRC.
- See www.nhmrc.gov.au



Harms Associated with Risky Patterns of Alcohol Use

Short term harms (acute)

Assaults, violence, aggressive behaviours

Motor vehicle accidents

Pedestrian accidents

Accidents and injury (eg falls, burns)

Hangovers, nausea, vomiting

Blackouts, memory loss

Long term harms (chronic)

Hypertension, stroke

Cardiomyopathy

Peripheral neuropathy

Impotence

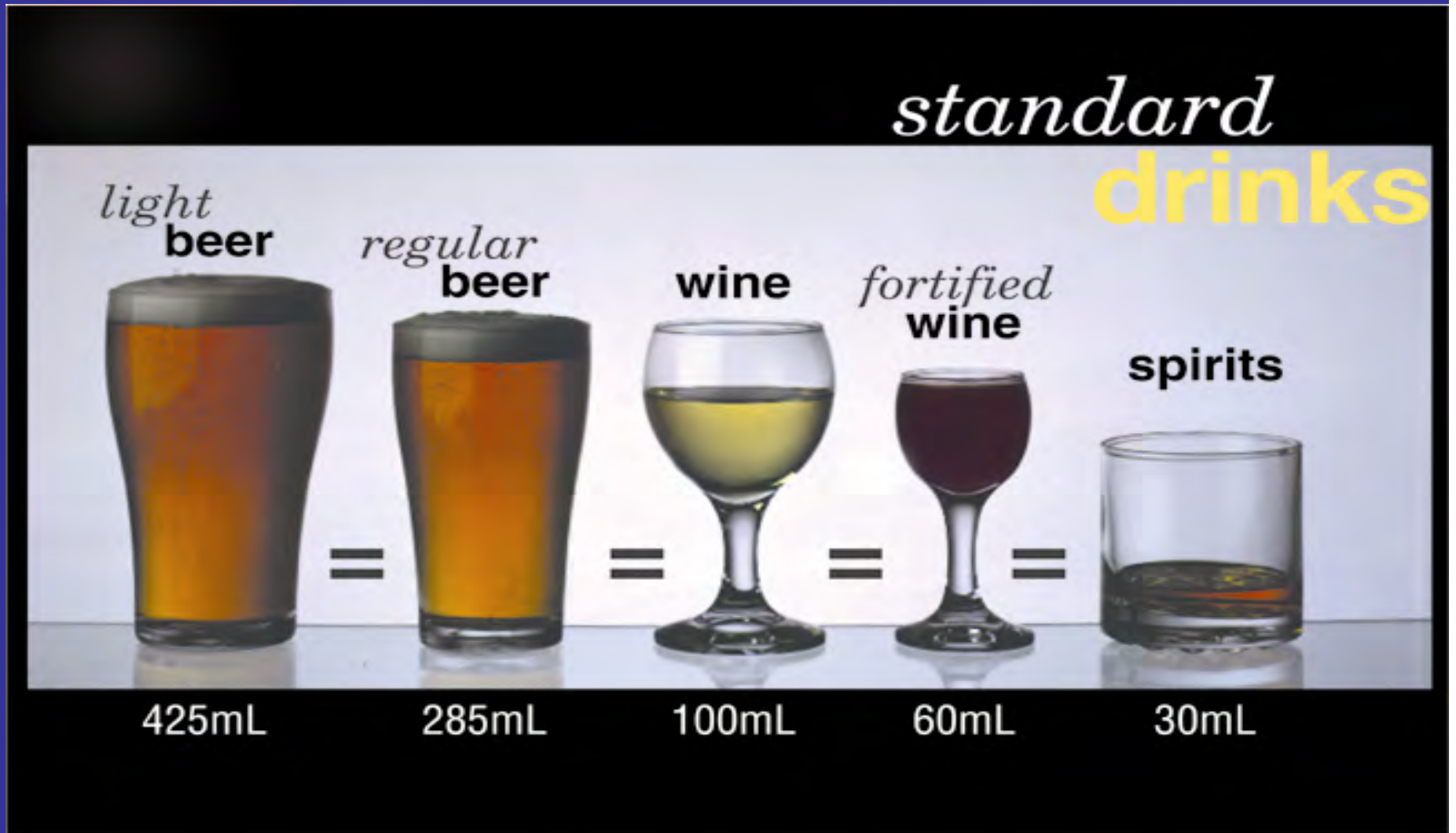
Cirrhosis and hepatic or bowel carcinomas

Cancer of lips, mouth, throat and oesophagus

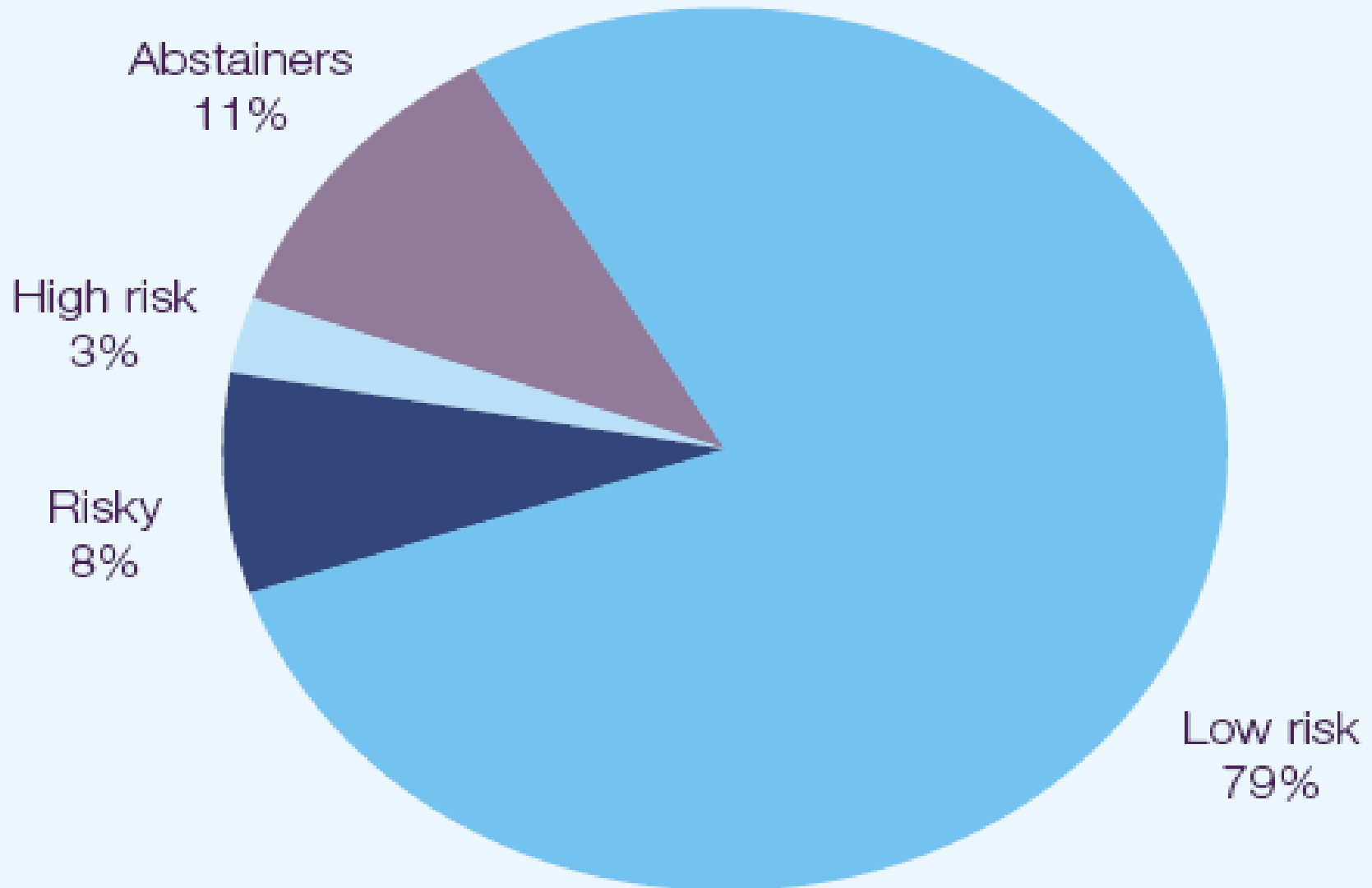
Cancer of breast

Foetal alcohol syndrome

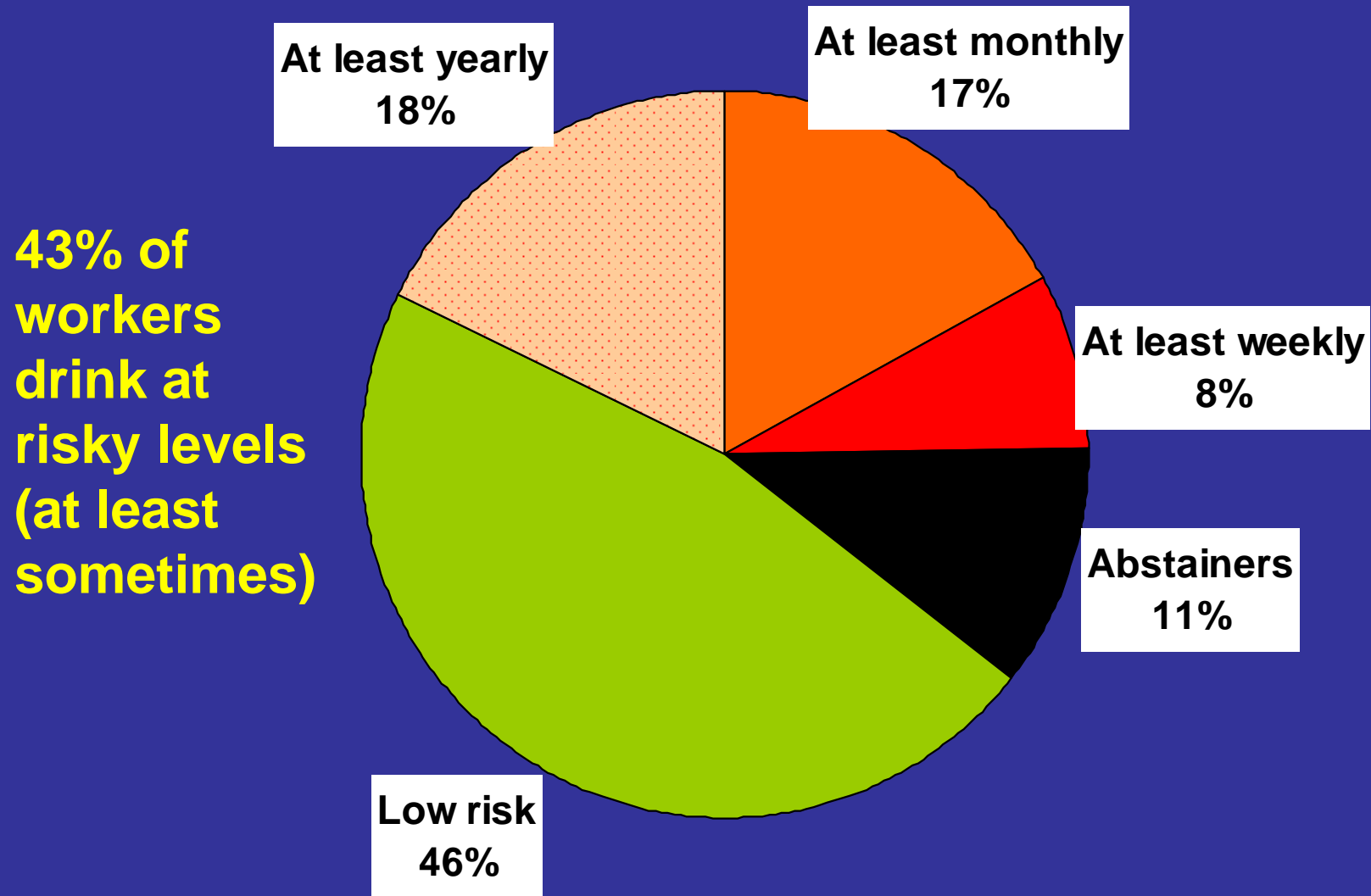
Standard Drink Measures



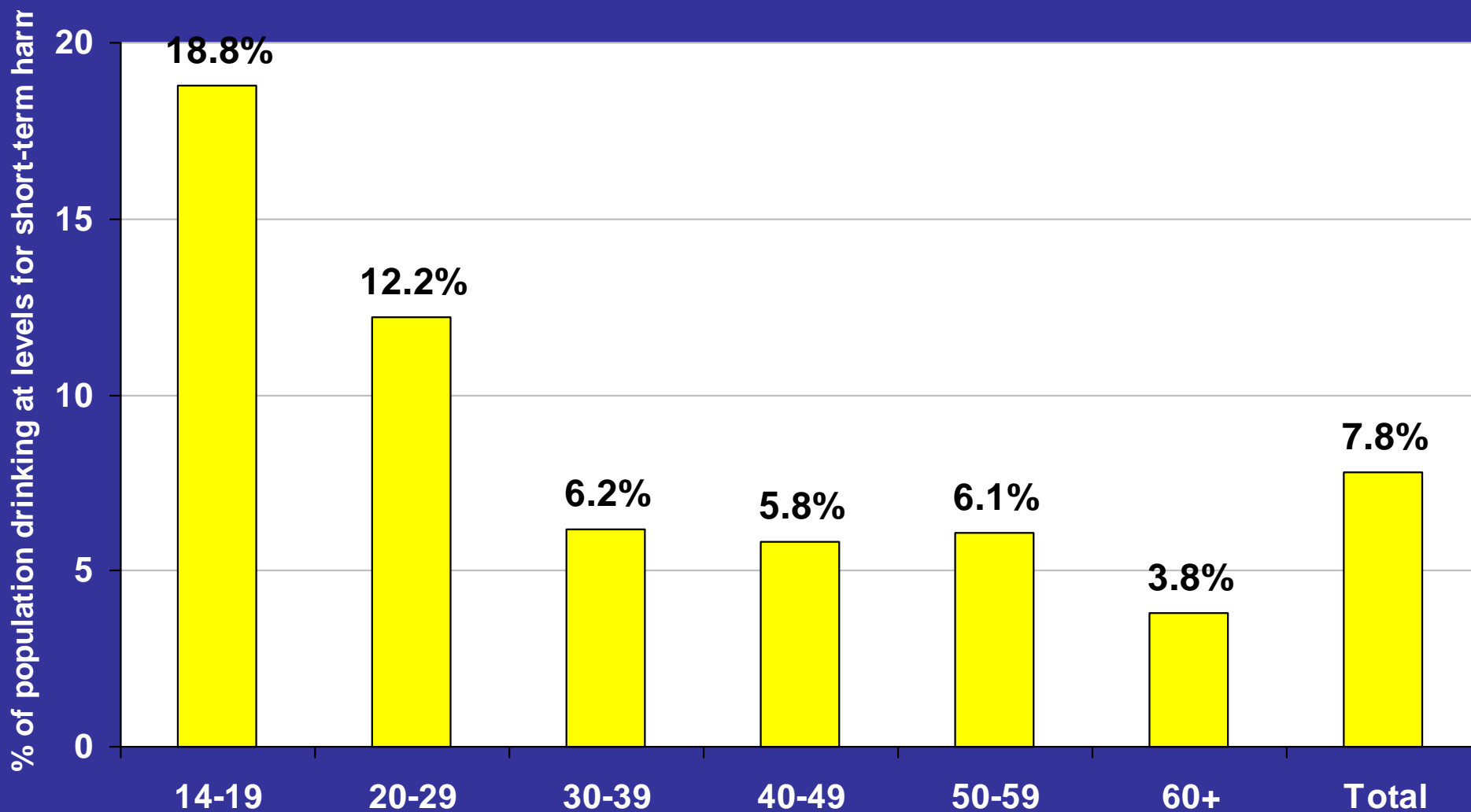
Proportion of the workforce aged 14 years and over drinking at risk of harm in the long-term



Proportion of the workforce drinking at risky and high risk levels for harm in the short-term



Proportion of workforce aged 14 years and over drinking weekly at levels for harm in the short-term, by age, Australia, 2001



Age and Gender

- The younger the worker the more likely they are to drink at risky levels.
- True for males and females.
- Very young females (aged 14-19) had the largest proportion of weekly high risk drinkers of any group of workers.
- DUTY OF CARE !
- Female managers and supervisors riskier drinkers than male counterparts.

Proportion of the workforce aged 14 years and over drinking at levels for harm in the short- and long-term, by industry classification, Australia, 2001

Industry	Short-term risk drinking (risky and high risk levels combined)			Long-term risk drinking	
	At least yearly [occasional]	At least monthly [infrequent]	At least weekly [frequent]	Risky	High risk
Agriculture	14.8%	17.1%	12.0%	7.6%	6.3%
Mining	22.1%	21.9%	8.6%	5.5%	3.7%
Manufacturing	19.9%	14.4%	10.5%	7.2%	3.9%
Construction	17.6%	19.3%	9.7%	10.9%	3.5%
Wholesale	20.7%	19.3%	7.7%	6.7%	4.2%
Retail	12.2%	20.2%	10.1%	9.7%	4.6%
Hospitality	13.8%	20.7%	15.2%	13.4%	4.6%
Transport	20.0%	18.3%	8.8%	8.6%	3.5%
Financial	18.9%	18.4%	7.3%	8.1%	2.7%
Education	14.9%	11.9%	3.8%	6.3%	0.8%
Admin and Defence	19.9%	15.7%	7.0%	6.6%	2.1%
Services	18.0%	13.2%	6.2%	8.3%	1.8%
Total*	17.3%	16.6%	8.2%	8.4%	3.1%



A LARGE
PROPORTION OF
HOSPITALITY
INDUSTRY
WORKERS ARE
YOUNG

(OFTEN THEIR
FIRST JOB –
WAITERS/BAR
TENDERS),

HIGH
PROPORTION OF
FEMALES.



Although they restricted themselves to one drink at lunch time, Alan and Roger found they were not at their most productive in the afternoons

Workers' Risky Drinking

8% drink weekly at risky or high risk levels
(9.6% males; 7.3% females)

Nearly 1 in 10 of all male workers

Approximately 1 in 6 of male workers
aged 14-30 years of age

More than 1 in 4 females aged 14-19
drink at risky or high risk levels weekly.



Contrary to traditional approaches focusing on 'dependent drinkers', recent research highlights the need to also focus on risky non-dependent drinkers.

Counter-intuitive Findings

Those who drink at risky levels only occasionally are at greater risk of incurring an injury !

Occasional risky drinking is inversely related to risk of injury.



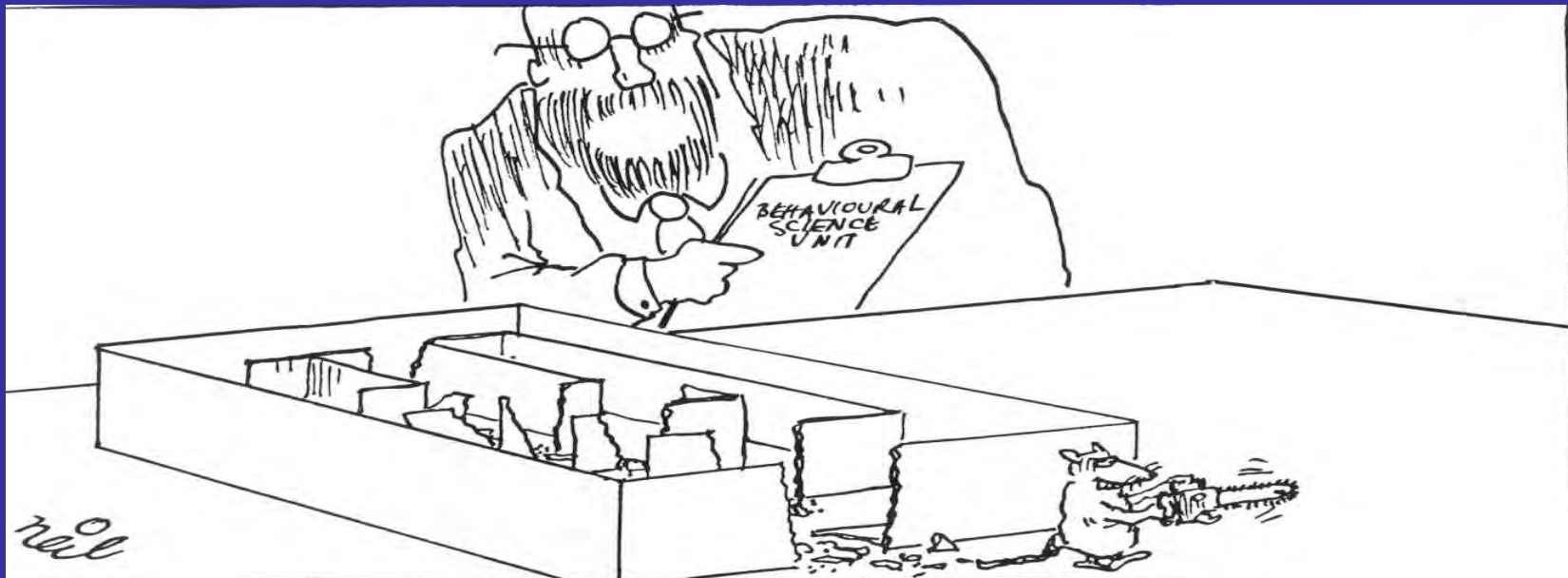
Self-reported alcohol-related absenteeism and illness/injury absenteeism

	Alcohol-related absenteeism		Illness/injury absenteeism
	≥1 day missed		≥1 day missed
Short-term risk			
Abstainer	0%	↓	31.6%
Low risk	0.8%		35.1%
Yearly risky	2.5%		40.9%
Yearly high risk	3.5%		48.1%
Monthly risky	5.9%		46.5%
Monthly high risk	10.0%		50.8%
Weekly risky	12.6%		44.0%
Weekly high risk	24.3%		54.6%
Total	3.5%		39.7%
Long-term risk			
Abstainer	0%	↓	31.6%
Low risk	2.6%		39.9%
Risky	11.5%		44.7%
High risk	18.4%		43.3%
Total	3.5%		39.7%

- Risky/high risk drinkers were 19 times more likely to miss work because of their alcohol use.
- 26 times more likely for high risk drinkers

Preventable

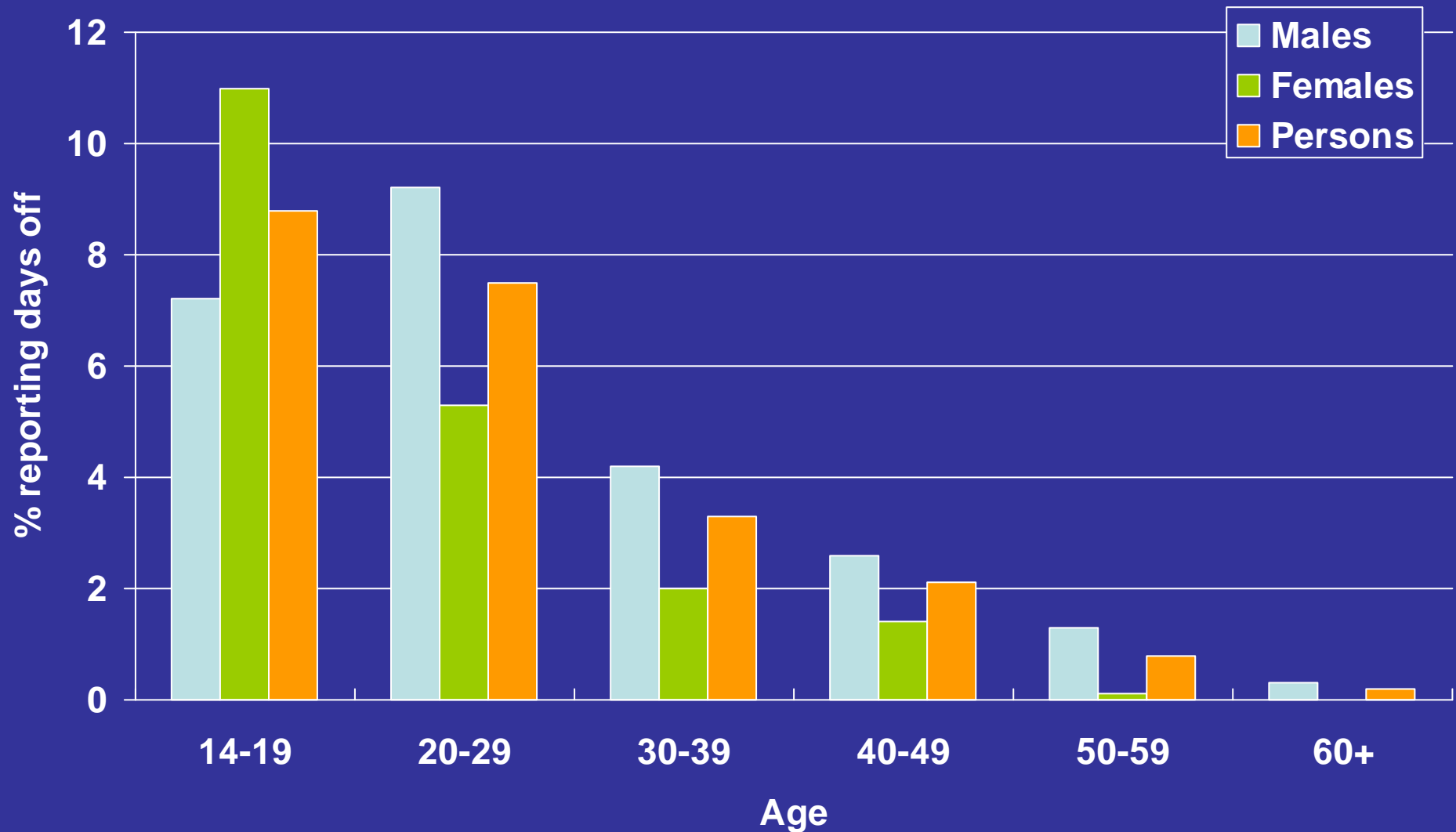
Approximately 10%
of all absenteeism in Australia workplaces
is alcohol-related
and therefore preventable.

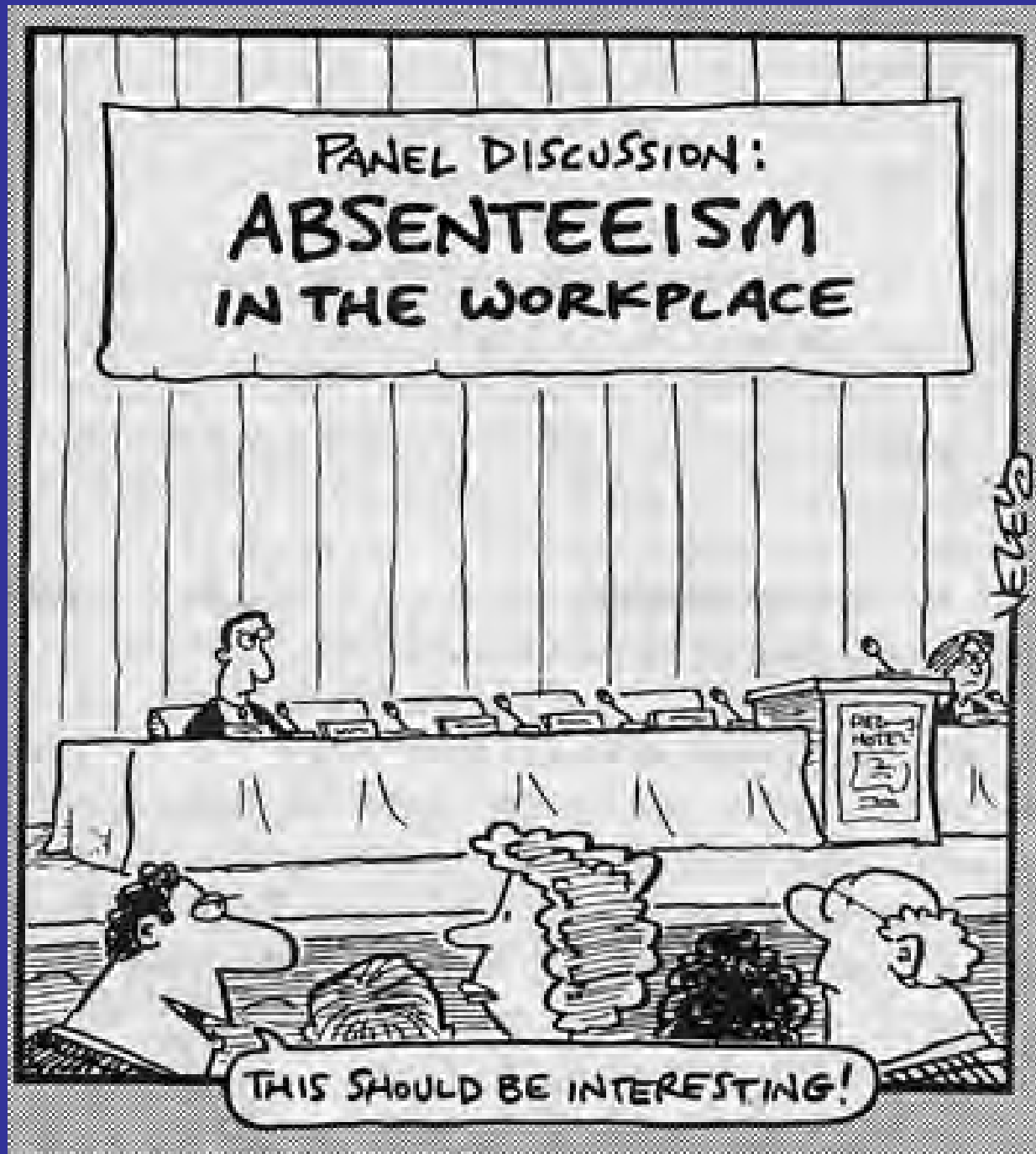


Which Drinkers ?

Low risk drinkers and
infrequent short-term risky drinkers
accounted for
over 50% of
alcohol-related absenteeism

% of workers reporting days off due to alcohol use, by age group and gender





Work days missed due to alcohol use

Industry		Occupation	
	1 or more days missed		1 or more days missed
Agriculture	3.7%	Managers	3.1%
Mining	2.4%	Professionals	2.8%
Manufacturing	4.8%	Tradespersons	6.2%
Construction	3.5%	Skilled workers	3.8%
Wholesale	1.8%	Unskilled workers	3.2%
Retail	3.3%	Total	3.5%
Hospitality	7.2%		
Transport	3.3%		
Financial	4.4%		
Education	2.0%		
Administration and Defence	4.1%		
Services	2.3%		
Total	3.5%		



Industry and occupation classification by work days missed due to any illness/injury

Industry		Occupation	
	1 or more days missed		1 or more days missed
Agriculture	26.0%	Managers	31.4%
Mining	32.2%	Professionals	45.0%
Manufacturing	44.0%	Tradespersons	39.1%
Construction	34.7%	Skilled workers	39.6%
Wholesale	35.8%	Unskilled workers	37.8%
Retail	37.6%	Total	40.0%
Hospitality	31.7%		
Transport	32.3%		
Financial	42.1%		
Education	43.8%		
Administration and Defence	50.6%		
Services	40.6%		
Total	39.8%		



Economic Cost of Alcohol-related Absenteeism

- National Drug Strategy Household Survey data (2001), all self-reported alcohol-related absenteeism in past 3 months X 4
- Equates to 2,685,000 (2.7 million) days off work due to alcohol alone
- Using the then average wage rate =
\$437 million



Berocca Effect Presentism – and hangovers



Attending Work Under the Influence

- 7% of workers reported attending work under the influence
(9% males vs 3% females)
- Most prevalent among younger workers
(13% of 14-19 year olds)

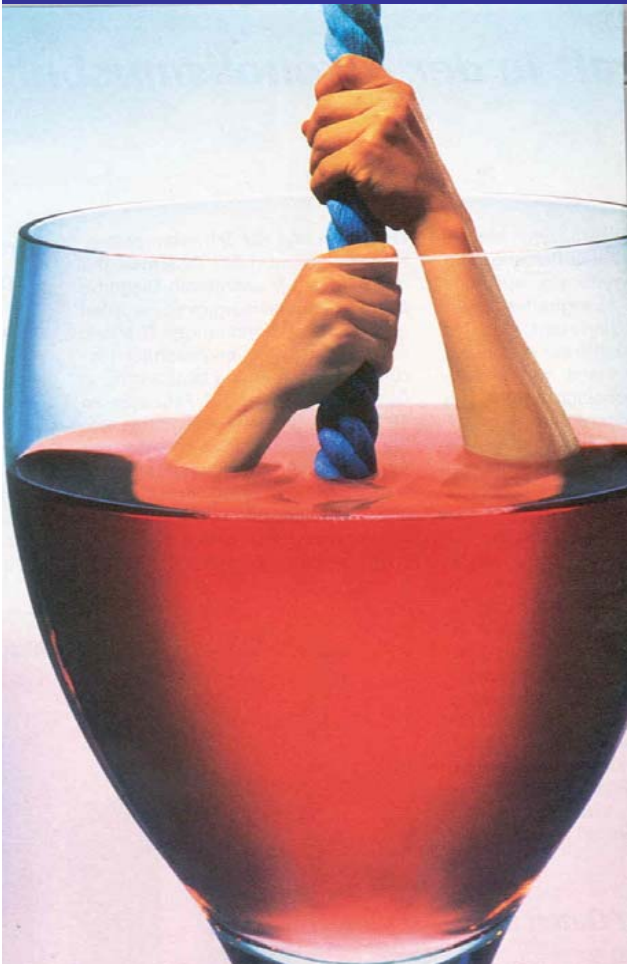
Risky drinkers 6 times more likely to attend work under the influence, compared to low risk drinkers

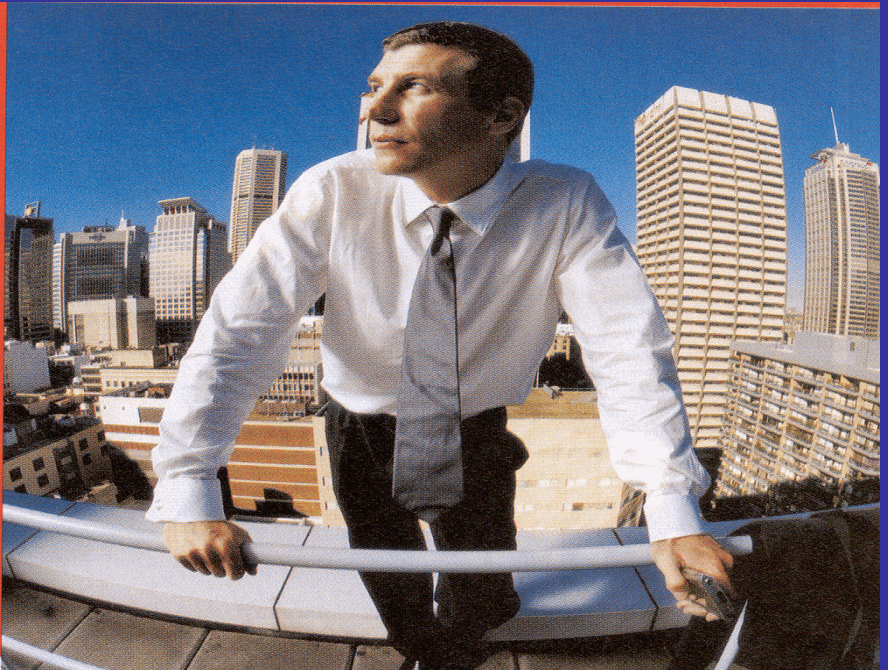
Why does it matter?

Risky drinking => Absenteeism

Risky drinkers, compared to low risk drinkers, have a higher proportion of days off work that are alcohol-related.

Drinkers also have more days off work for any illness/injury than abstainers !!!





Costs of Absenteeism

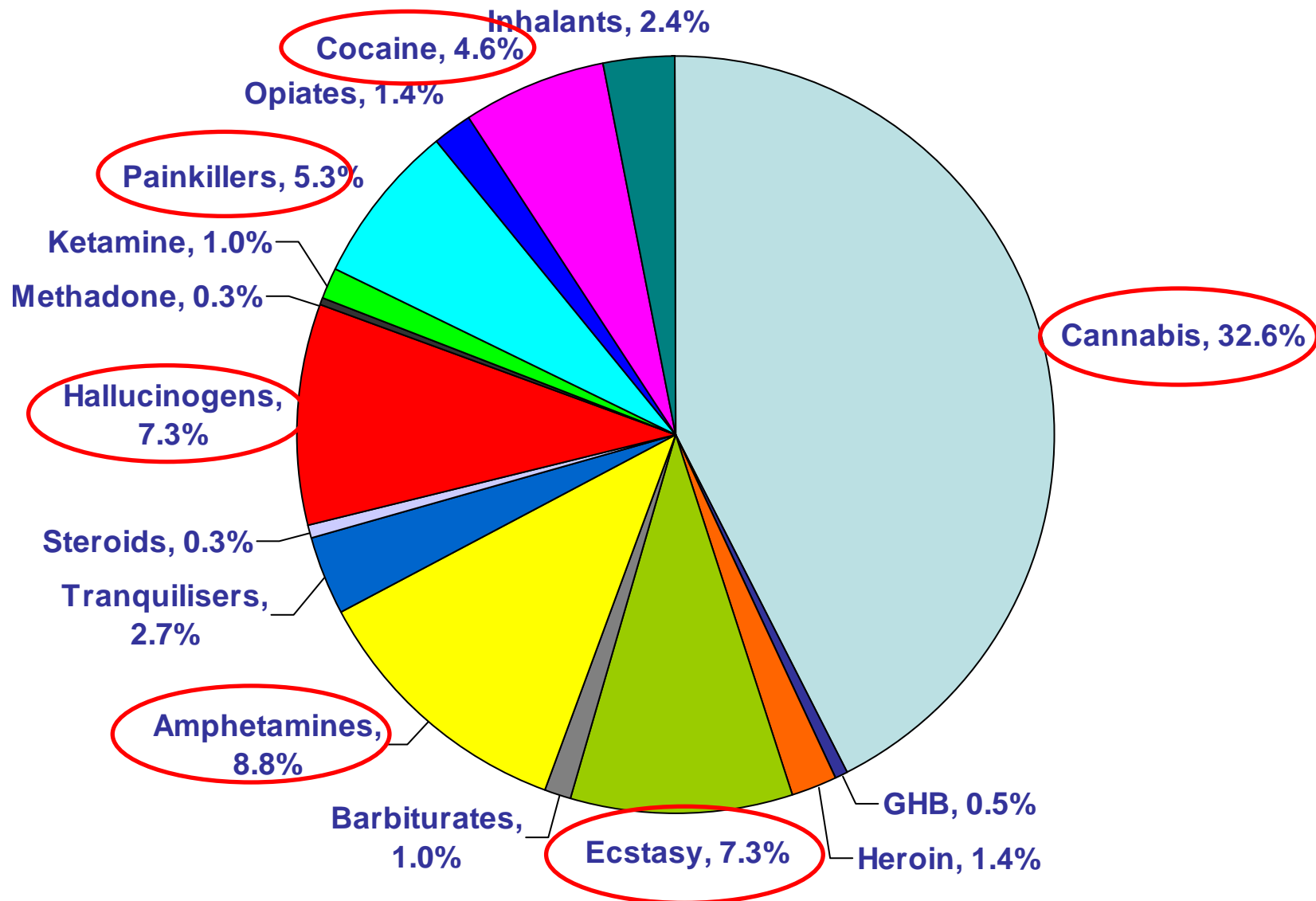
- **Productivity loss**
 - ♣ Extra workload for remaining workers
 - ♣ Morale and service suffers
- **Financial costs**
 - ♣ Payment of overtime
 - ♣ Cost of paying the absent worker's wage/salary or benefits while not producing
 - ♣ Employment of replacement staff
 - ♣ Lower profit margins
- **Administrative costs**
 - ♣ Time required to secure replacement, reassign tasks, and manage absenteeism

Engleman (2001)

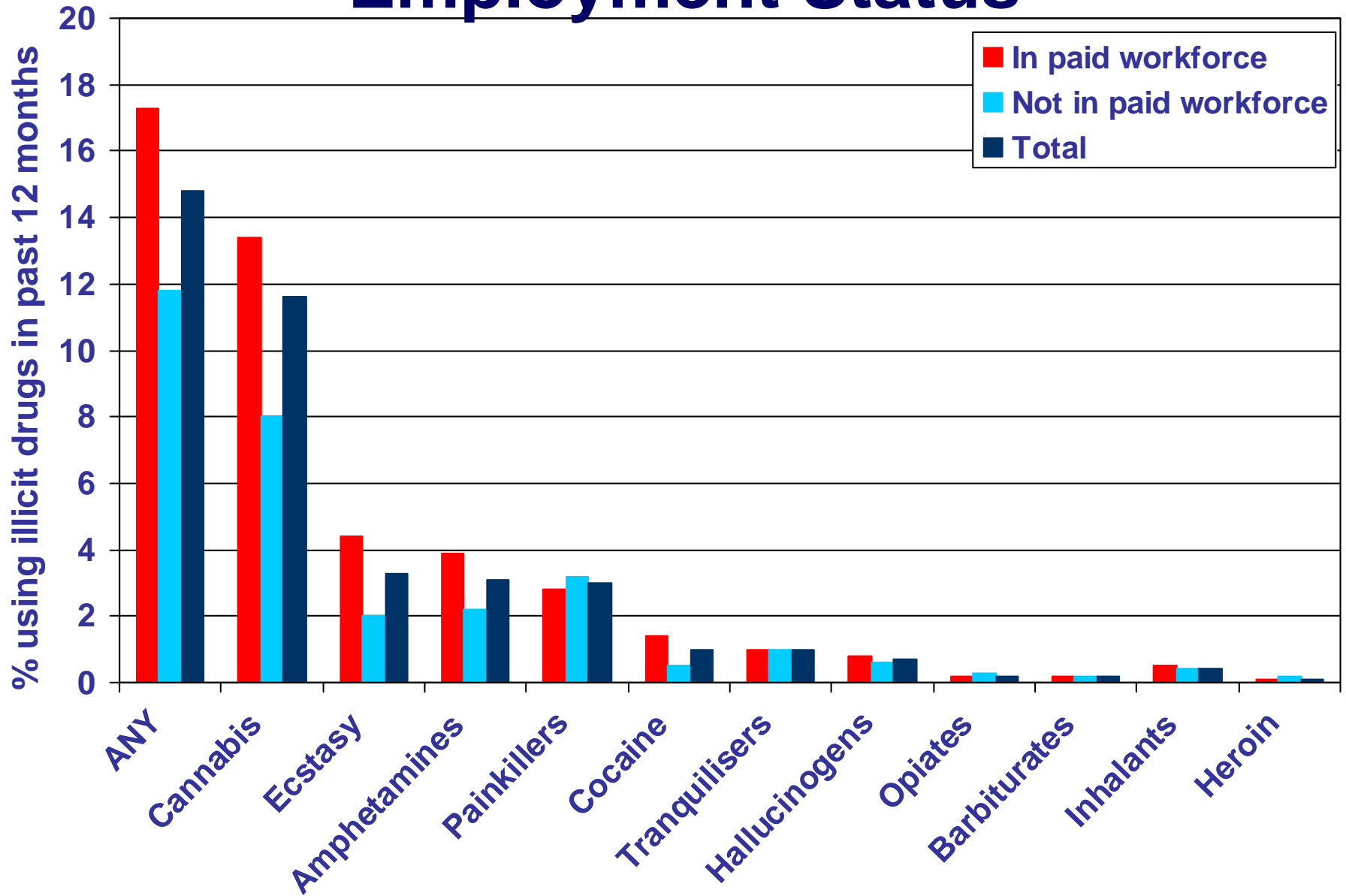
Influence of Illicit Drugs in the Workplace



Illicit Drug Use – Ever Used



Prevalence of Drug Use, by Employment Status



Gender (%)

Drug	Total workforce	Males	Females
Marijuana/Cannabis	13.4	16.5	9.4
Ecstasy	4.4	5.4	3.2
Amphetamine/Methamph	3.9	4.7	2.9
Painkillers/Analgesics	2.8	2.7	2.9
Cocaine	1.4	1.7	1.0
Tranquilisers/sedatives	1.0	1.0	1.0
Hallucinogens	0.8	1.1	0.4
Others (inhalants, heroin, steroids, barb, meth etc.)	<1.0	<1.0	<1.0
ANY	17.3	20.3	13.4

Age Groups (%)

Drug	14-17	18-29	30-39	40-49	50-59	60+	Total
Cannabis	29.0	26.8	16.0	8.5	3.2	0.8	13.4
Ecstasy	5.3	12.7	4.7	0.8	0.2	0.0	4.4
Amphetamines	6.3	11.0	4.0	1.1	0.1	0.1	3.9
Painkillers	2.4	3.5	2.9	2.9	2.0	2.1	2.8
Cocaine	0.4	3.4	2.1	0.4	0.1	0.1	1.4
Tranquilisers	1.4	2.1	1.0	0.5	0.3	0.7	1.0
Hallucinogens	2.9	2.3	0.7	0.2	0.0	0.0	0.8
ANY	30.9	32.4	20.4	11.7	5.8	3.6	17.2
N=	282	2,957	3,623	3,863	3,100	1,025	14,850

Industries (%)

Industry	ANY	Cann	Ecst	Amph	Paink	Coca	Tranq
Hosp'lity	31.2	25.4	10.0	9.3	4.6	3.7	2.3
Constr'n	24.1	20.1	4.7	5.2	2.6	1.8	0.7
Retail	20.7	15.5	5.5	4.6	3.5	1.1	0.9
Transport	18.3	13.1	3.7	5.4	3.9	1.4	1.2
Finance	17.3	13.8	5.6	4.3	2.4	2.3	1.4
Manuf'g	17.0	12.7	4.6	4.5	2.9	0.9	0.4
W'sale	16.4	12.8	4.6	2.8	1.8	2.0	0.5
Agricult	15.5	13.1	3.5	4.9	1.1	0.4	0.2
Services	15.0	11.8	3.5	3.1	2.8	1.6	1.4
Admin	12.3	10.1	3.2	2.4	2.1	0.7	0.8
Mining	12.0	9.0	1.4	1.0	2.0	0.0	1.5
Educat'n	9.2	6.4	1.8	0.9	2.2	0.3	0.3

Industries (ANZSIC)

- Total = 17.3% (any drug, industry)
- **Higher** levels of use reported in:
 - Commercial fishing (40.5%)
 - Motion picture, radio, TV services; Accommodation, cafes, restaurants; Libraries, museums, arts; Construction trade services (30-37%)



Industries (ANZSIC)

- Total = 17.3% (any drug, industry)
- **Lower** levels of use reported in:
 - Defence (4.9%)
 - Rail transport (7.2%)
 - Basic material wholesaling (7.7%)



Occupations (%)

	Trades	Unskill	Skilled	Manage	Profess	Total
Cannabis	21.1	16.8	13.0	11.0	10.1	13.5
Ecstasy	5.2	5.6	4.2	4.0	3.8	4.4
Amphetamines	6.1	4.9	4.5	2.8	2.6	3.9
Painkillers	3.9	3.1	3.4	1.9	2.2	2.7
Cocaine	1.5	1.1	1.5	1.6	1.1	1.5
Tranquilisers	1.1	1.2	1.3	0.7	0.6	1.0
Hallucinogens	1.2	1.0	0.8	0.6	0.0	0.8
ANY	26.5	21.6	17.4	13.8	13.7	17.3
N=	1,169	2,176	4,224	6,047	324	13,940

Occupations (ASCO)

- Total = 17.3% (any drug, occupation)
- **Higher** levels of use reported in:
 - Construction tradespersons (31.4%)
 - Other labourers/related workers (28.7%)
 - Automotive tradespersons (27.1%)





Defined Occupations (ASCO)

- Total = 17.3% (any drug, occupation)
- **Lower** levels of use reported in:
 - Farmers (6.1%)
 - Education professionals (8.2%)
- Others of interest
 - Food tradespersons (23.8%)



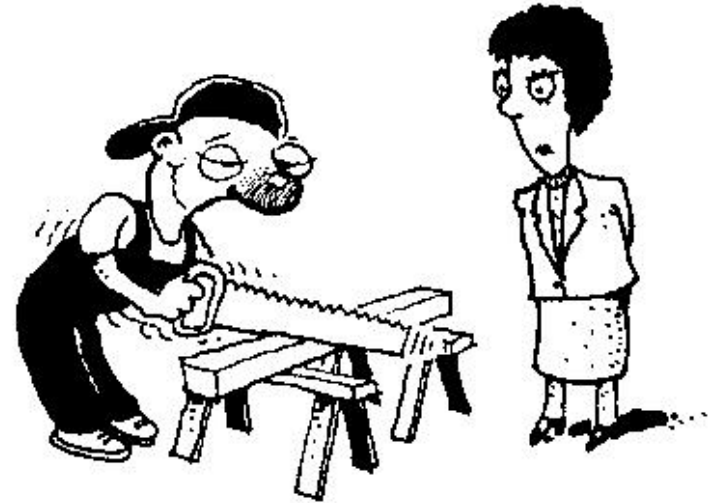
Going to Work Under the Influence of Illicit Drugs

- 14-17 years: 4.5%
- 18-29 years: 5.9%
- 30-39 years: 3.0%
- 40-49 years: 1.2%
- 50-59 years: 0.3%
- 60+ years: 0.0%
- Total: 2.5%



Going to Work Under the Influence of Illicit Drugs

- Tradespeople 3.9%
- Unskilled 3.7%
- Skilled 2.9%
- Managers 1.6%
- Professionals 1.3%
- Total 2.5%



Going to Work Under the Influence of Illicit Drugs

Hospitality	7.7%
Construction	4.2%
Transport	3.2%
Agriculture	3.1%
Retail	3.1%
Manufacturing	2.7%
Services	2.0%
Financial	1.8%
Administration	1.6%
Mining	1.0%
Wholesale	0.7%
Education	0.7%
Total	2.5%





Absenteeism Due to Drug Use

Gender

- Males: 1.2%
- Females: 0.7%
- Total: 0.9%

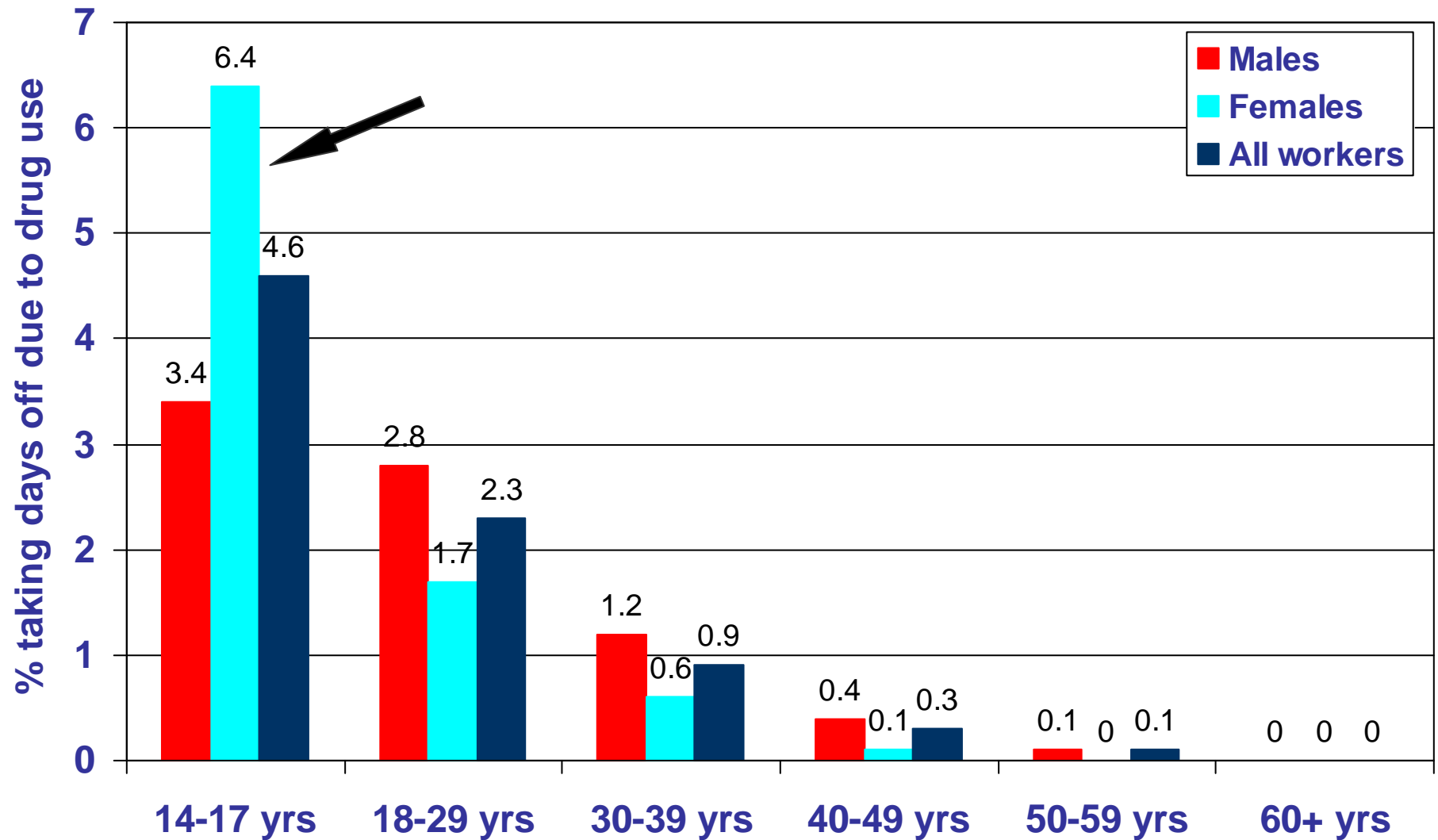


Age

- 14-17 yrs: 4.6%
- 18-29 yrs: 2.3%
- 30-39 yrs: 0.9%
- 40-49 yrs: 0.3%
- 50-59 yrs: 0.1%
- 60+ yrs: <0.1%



Absenteeism Due to Drug Use



Absenteeism in Occupations Due to Drug Use

- Unskilled workers 1.7%
- Skilled workers 1.0%
- Tradespeople 0.7%
- Professionals 0.6%
- Managers 0.4%





Absenteeism in Occupations Due to Drug Use

Higher levels of use reported in:

- Agricultural/horticultural workers 3.2%
- Science, building & engineering professionals 3.0%
- Other labourers & related workers 3.0%

Lower levels of use reported in:

- Farmers <0.1%
- Cleaners
- Automotive tradespersons
- Science, engineering & related associate professionals



Absenteeism in Occupations Due to Illness/injury

- Professionals 50.6%
- Skilled workers 41.1%
- Tradespeople 40.9%
- Unskilled workers 40.0%
- Managers 38.9%
- Total 40.2%