

Red Flags of Substance Abuse

Recent drug screenings of workers have identified significantly high percentages of positive results. This trend calls for an increased level of training to identify workforce substance abuse through visual indicators. These red flags may warrant intervention and referral.

Best Practices:

- Provide workers with company policies and procedures concerning substance abuse.
- Provide materials that educate workers about what constitutes substance abuse.
- Provide training that will help workers visually identify symptoms of substance abuse in co-workers such as:
 - Increased absenteeism
 - Changes in behaviour / attitude
 - Changes in work or safety performance
 - Depression or anxiety
 - Changes in personal appearance and hygiene
 - Evidence of current substance use:
 - ◆ Slurred speech
 - ◆ Frequent staggering / stumbling
 - ◆ Chemical or alcohol odour
- Provide advanced training to front line supervisors

Note: Increased scrutiny may encourage workers to seek help through Employee Assistance programs or volunteer substance abuse counselling agencies.

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