

Substance Abuse

Substance abuse on the job is an immediate hazard not only to the user, but to fellow employees. Even certain over-the-counter drugs can make you drowsy, affect your ability to think clearly, and impair important motor skills and reaction time. Substance abuse can cost you your job. It can also cost you your family, your friends, and your life.

Best Practices:

- Educate employees of the detrimental effects of drug and alcohol abuse.
- Establish employee assistance program for voluntary rehabilitation.
- Establish a drug testing program:
 - Screen all new hires for drug levels.
 - Conduct random drug testing of all employees.
 - Require mandatory testing of all persons involved in accidents.
 - Conduct tests for reasonable suspicion of substance abuse.
- A zero tolerance policy eliminates substance abuse in the workplace.

NICO PIENAAR
DIRECTOR - ASPASA