



WORKPLACE **DRUG & ALCOHOL** MANAGEMENT

Herald Sun

Overdose deaths pass national road toll for first time

PETER MICKELBROUGH | HERALD SUN | AUGUST 27, 2013 9:36PM

SHARE



SAVE THIS STORY



The Daily Telegraph

Australia comes top of global list for recreational drug use in United Nation's 2014 World Drug Report

🕒 July 7, 2014 11:48am

👤 Andrew Carswell The Daily Telegraph





An ice user is brought to the Emergency Department at Royal Perth Hospital in a state of psychosis.

Sue Dunlevy, News Corp Australia Network



THE NUMBER of Australians using the drug ice at least once a month has tripled to 270,000 in the last five years.

The Telegraph

Police report 800pc rise in drug driving arrests

New roadside test hailed as major success in battle to improve road safety



Police introduced roadside drugs swabs in 2015 Photo: Handout (posed by models)

By Luke Heighton

12:01AM GMT 28 Feb 2016

A large, solid yellow graphic element that starts as a thin diagonal line from the top left and expands into a wide triangular shape towards the right side of the slide.

1.

**THE COST
EMPLOYING A
DRUG USER IN
YOUR BUSINESS**

Reduced Productivity

“

COST \$ 18,300

Collins and Lapsley (2002) estimate a \$5.5 billion loss of national productive capacity in the paid workforce as a result of drugs.

The productivity reduction of a drug using employee is estimated at \$18,300 per drug using employee.



Absenteeism

“

COST \$ 2,627

Researchers at the National Centre for Education and Training on Addiction looked at data from the [2013 National Drug Strategy Household Survey](#), which asked more than 12,000 people about their habits and how often they missed work found regular drug users have 60 percent more sick days.



Increased Workers Comp

“

COST \$ 2,225

According to Safe Work Australia, employees who make workers' compensation claims incur significant and ongoing costs for their company. The same report estimates the total direct and indirect costs of workplace injury in Australia at \$60 billion annually.



Increase Accident risk

“

COST \$ 1,915

Table 1.9: Average costs (\$ per incident) for work-related incidents, Australia, 2008–09^a

		Short absence	Long absence	Partial incapacity	Full incapacity	Fatality	Average
Employer	Injury	630	7 950	16 160	16 970	25 000	3 930
	Disease	770	9 910	12 170	14 800	63 350	9 670
Worker	Injury	140	3 160	453 410	1 438 420	1 300 000	46 090
	Disease	190	3 210	446 250	1 213 290	796 380	163 530
Community	Injury	1 930	16 840	59 830	1 582 680	725 000	19 630
	Disease	2 710	10 060	35 020	835 990	217 190	27 200
All	Injury	2 700	27 950	529 410	3 038 070	2 050 000	69 650
	Disease	3 670	23 170	493 440	2 064 070	1 076 920	200 400

Source: ASCC Estimation of indirect cost items (see Appendix 1 for more detail)
^a Unit costs are rounded to the nearest \$10.

Calculation and distribution of total costs

69. The total cost of work-related injury and disease is calculated by combining the information relating to the number of work-related incidents (Table 1.7) and the average cost of an incident by severity category (Table 1.9). Section 2 presents a summary of the application of this methodology.



Increased Theft & Fraud

“

COST \$ 3,500

Statistics obtained by the Australian Federal Police indicate that 70 percent of business fraud losses are from staff and former staff, costing businesses over \$1.5 billion a year.



“**DRUG USERS ARE:**

- 3 X more likely to OVERUSE sick leave
- 3.6 X more likely to be involved in ACCIDENTS
- 5 X more likely to file workers compensation CLAIMS
- 3 X more likely to be LATE for work
- 2.2 X more likely to require early DISMISSAL

Global Statistics based on multiple studies

STATISTICAL COST OF EMPLOYING A DRUG USER

“

Additional Sick Days	COST \$ 2,627
Reduced Productivity	COST \$18,300
Disruption to others	COST \$.....?....
Hiring, Training replacement	COST \$.....?....
Increase Workcover Claims	COST \$ 2,225
Increase Accident risk	COST \$ 1, 915
Increased Theft & Fraud	COST \$ 3,500

Estimated Cost

\$28,500 per annum

EFFECTIVE **WORKPLACE** DRUG & ALCOHOL MANAGEMENT

STEP 1

EFFECTIVE **WORKPLACE** DRUG & ALCOHOL MANAGEMENT

EMPLOY THE **RIGHT** PEOPLE



EFFECTIVE **WORKPLACE** DRUG & ALCOHOL MANAGEMENT

% OF APPLICANTS THAT MIS-USED
DRUGS IN THE LAST 3 MONTHS

OVER 10%

EFFECTIVE **WORKPLACE** DRUG & ALCOHOL MANAGEMENT

PRE-EMPLOYMENT

CASE STUDY: Steelcase

Psychomedics detected 6 times the number of drug users

Drugs	Urine	Psychomedics Hair
Cocaine	0.5%	8.4%
Marijuana	0.5%	3.5%
Other	1.7%	6.1%
Overall Positive Rate	2.7%	18.0%

EFFECTIVE **WORKPLACE** DRUG & ALCOHOL MANAGEMENT

ONGOING DRUG TESTING

64,814 Paired Hair and Urine Tests on the Same Individuals

May 2006 to February 2013

(Positive includes refusal to test)

Urine	
Positive	559
Positive Rate	0.86%

Psychomedics Hair	
Positive	3,690
Positive Rate	5.69%



HOW CAN THIS BE ?

NEW RECRUITS ABSTAIN FROM DRUGS FOR
A WEEK BEFORE THEIR PRE-EMPLOYMENT
DRUG TEST. THEY KNOW IN ADVANCE.

LETS LOOK AT THE COSTS

HAIR TESTING ROI

No of Staff	Staff T/O	Annual Recruits	Drug Testing Costs	Cost of 10% Drug users	Savings From Drug Testing	Return on Investment
250	13%	33	\$6,600	\$82,500	\$82,500	\$75,900

URINE TESTING ROI

No of Staff	Staff T/O	Annual Recruits	Drug Testing Costs	Cost of 10% Drug users	Savings From Drug Testing	Return on Investment
250	13%	33	\$2,800	\$82,500	\$12,375	\$9,575

FOR THE PURPOSE OF THESE CALCULATIONS WE HAVE USED THE COST OF EMPLOYING AN ILLICIT DRUG USER AT A CONSERVATIVE \$25,000 PER ANNUM.

LETS LOOK AT THE COSTS

HAIR TESTING ROI

No of Staff	Staff T/O	Annual Recruits	Drug Testing Costs	Cost of 10% Drug users	Savings From Drug Testing	Return on Investment
20,000	10%	2,600	\$390k	\$6.5M	\$6.5M	\$6.1M

URINE TESTING ROI

No of Staff	Staff T/O	Annual Recruits	Drug Testing Costs	Cost of 10% Drug users	Savings From Drug Testing	Return on Investment
20,000	10%	2,600	\$248K	\$6.5M	\$975K	\$727K

FOR THE PURPOSE OF THESE CALCULATIONS WE HAVE USED THE COST OF EMPLOYING AN ILLICIT DRUG USER AT A CONSERVATIVE \$25,000 PER ANNUM.

PRE-EMPLOYMENT - CHECKS

DRUG & ALCOHOL TEST

Providing the applicants Drug and Alcohol History for the past 3 to 6 months.

CRIMINAL HISTORY CHECK

Providing the applicants Criminal History for the past 10 years

PAST EMPLOYMENT CHECKS

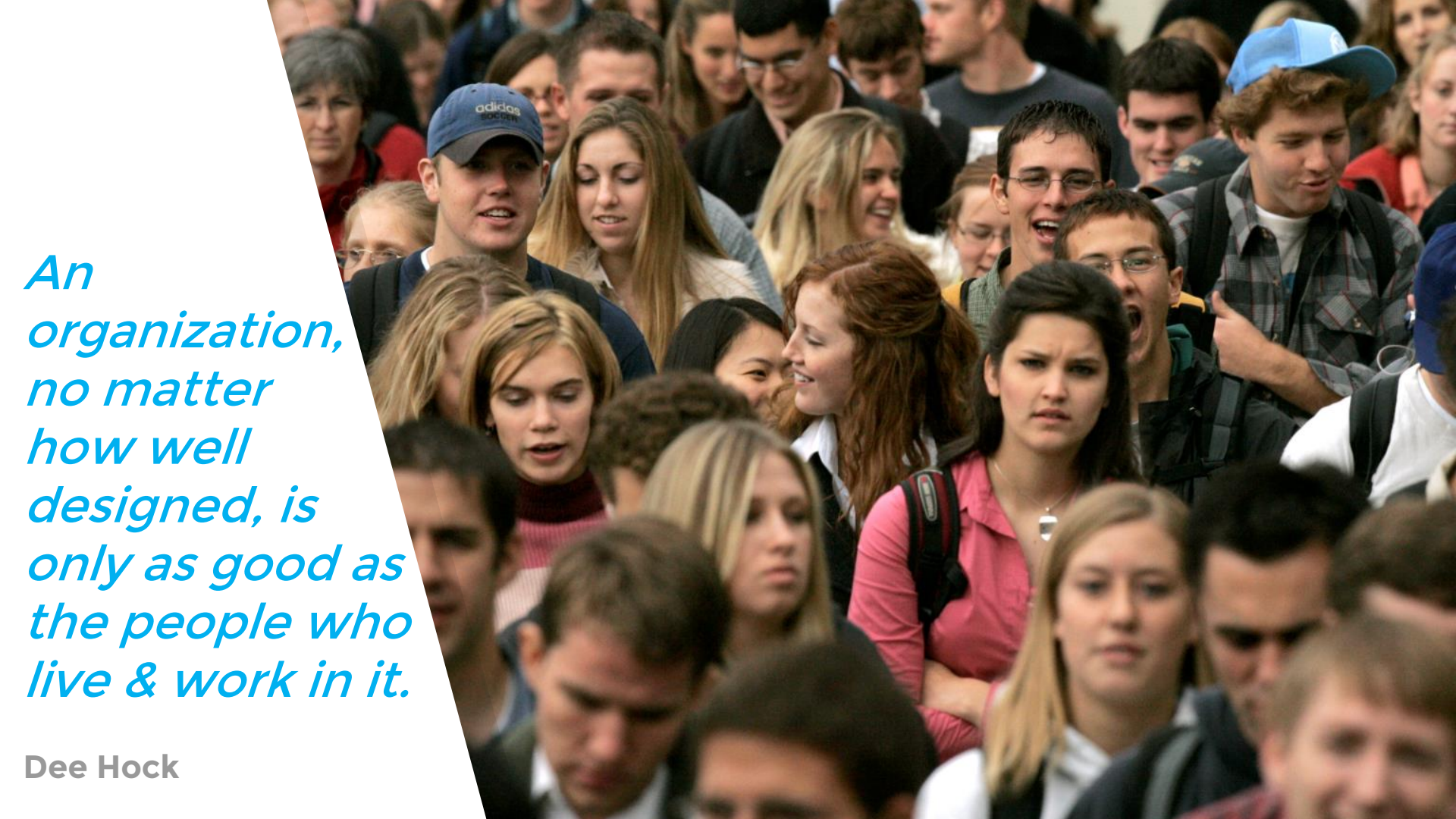
Providing the applicants Employment history for ten or more years

PRE-EMPLOYMENT CHECKS LOOK AT LONG TERM BEHAVIOURS

YOUR STAFF CAN BE CERTIFIED TO CONDUCT HAIR TESTS

We can provide both an end to end service or Training & Certification of your own employees to conduct inhouse testing.





*An
organization,
no matter
how well
designed, is
only as good as
the people who
live & work in it.*

Dee Hock

A large orange triangle is positioned in the top right corner of the slide, pointing towards the bottom right.

Thank you for your time!

Any questions?