



## 25.36 Substance Misuse & Work: A Guide for Employees

### Introduction

Substance misuse, also known as drug abuse, is a patterned use of a drug in which the user consumes the substance in amounts or with methods which are harmful to themselves or others.

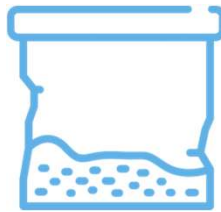
The most misused substances include:



Alcohol



Cannabis



Cocaine



Charities & Agencies

### How could substance misuse affect my work?

The main concerns connected with misuse at work relate to the safety of the individual and those around them. **Misuse may result in:**

- Impaired Judgement
- Increased likelihood of accidents
- Poor Concentration

Potentially leading to...

- Increased absence rates
- Poor Performance
- Social Exclusion
- Financial Hardship

### If I think that I have a problem, what can I do?

Talk to your family or partner?



Consider your Occ Health Practitioner or GP



Discuss with your manager or HR ?



FRANK

Afdam

Mind

Aquarius

Alcoholics Anonymous

### If I am at work and feel that I am under the influence of a substance, what MUST I do?

**Avoid** undertaking "safety critical" tasks.

**Do not** drive vehicles or operate overhead cranes and lifting equipment.

**Do not** operate machinery, particularly if there is a risk of entrapment or injury.

**Do not** undertake "Hot Work" or tasks that could cause burns or scalds.

**Consider** taking yourself home on safety grounds (do not drive if under the influence of alcohol or any drug that might impair your ability to drive).

**Find drug and alcohol support near you**

<https://www.talktofrank.com/get-help/find-support-near-you>

A copy of this & other documentation can be found from <https://mohs.co.uk/resources> or using the QR code at the top of this page.