

Mental Health and Substance Abuse in the Workplace

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Virtual Webinar

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Outline



- i. Mental health
- ii. Mental health and work place
- iii. How mental illnesses and substance use problems affect employees at work
- iv. Warning signs of mental illness and substance use at the workplace
- v. Substance abuse
- vi. Types of substances
- vii. Drug-Free Workplace Act
- viii. What can we do

What is Mental health



"a state of well-being whereby individuals recognize and realize their abilities, are able to cope with the normal stresses of life, work productively and fruitfully, and make a contribution to their communities"

(WHO: 2003).



Mental illness



Is all diagnosable mental health problems which become "clinical," requiring professional intervention and treatment

Mental Distress that has not reached the level of a diagnosable mental disorder can still be a source of considerable suffering

Mental Disorders



..are health conditions characterized by alteration in thinking, mood or behavior (or some combination thereof) associated with distress/impaired functioning

Mental health and work place



Long- term exposure to job stress is linked to,

- -Increased risk of musculoskeletal disorders,
- Depression,
- Burnout, and
- May contribute to a range of debilitating diseases,

Workplace bullying - repeated, unreasonable behavior directed towards a person or group of persons, may create a risk to occupational health and safety.

How mental illnesses and substance use problems affect employees at work



- •Working slowly
- Missing deadlines
- •Difficulty concentrating
- Appearing numb or emotionless
- •Withdrawing from work activity
- Overworking
- •Forgetting directives, procedures and requests
- •Having difficulty with work transitions or changes in routines

Causes employee mental illness at the workplace



Bullying and psychological harassment are commonly reported causes of work-related stress

Other risks include:

- Inadequate health and safety policies;
- Poor communication and management practices;
- Limited participation in decision-making or low control over one's area of work;
- Low levels of support for employees;
- Inflexible working hours; and
- Unclear tasks or organizational objectives.

SUBSTANCE ABUSE AT WORK PLACE



- ✓ It has a destructive effect on just about every part of a person's life.
- ✓ When someone has an addiction or abuses alcohol and other drugs it affects themselves as well as other people around them
- ✓ A report by NACADA (2016), reveals that 11.7% of boys and 5.4% of girls in schools abuse drugs and that initiation of drug and alcohol use is likely to occur during adolescence.

Substance abuse in the workplace is a real and dangerous problem—one that every employee must understand and take seriously.

SUBSTANCE ABUSE AT WORK PLACE



- 75% of drug users are employed
- Almost 1in 10 employees has a substance abuse problem
- 24% of workers admit to drinking during the workday at least once in the past year
- Individuals who abuse drugs or alcohol are three and a half times more likely to be involved in a workplace accident compared to individuals who do not abuse drugs or alcohol
- 47% of industrial injuries are directly related to alcohol abuse or alcoholism

SUBSTANCE ABUSE AT WORK PLACE



- Cannabis common drug of choice for young people
- Easily available
- Initiated at adolescence before subsequent use of other drugs
- In Kenya, khat and cannabis are the most frequently used drugs in the general population while heroin, cocaine and prescription drugs are common among the 18-24 age bracket (UNODC, 2018)
- Secondary school students in Kenya are more likely to be initiated to drug use with prescription drugs and inhalants at 13 years, alcohol, khat, tobacco and heroin at the age of 14 years, cocaine at 14.5 years and bhang at 15 years. NACADA 2016

Scope of the problem



- ✓ Most substance abusers are employed
- ✓ 60% of workers know someone who has reported for work under the influence
- ✓ Anyone can be a substance abuser
- ✓ Alcoholism and drug abuse called "democratic diseases"
- ✓ can victimize anyone regardless of age, sex, race, education, social status, or occupation

Drugs of abuse



- Alcohol
- Marijuana
- Inhalants
- Stimulants
- Depressants

- Narcotics
- Hallucinogens
- Designer Drugs
- Over the counter



Alcohol

-Has a sedative /Relaxing effect ,can be highly addictive

Impairs job performance is and a proven kill	eı
☐ Poor attendance	
☐ Decreased productivity	
☐ careless, and incomplete work	
☐ Reckless,	
unsafe behavior.	

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Marijuana

- Most frequently used drug in the workplace
- Is a relaxant
- Impairs performance
- Effects can last for hours







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Cocaine

- Causes a brief intense high
- Can be highly addictive
- Seriously impairs performance
- Increases potential for accidents and crime
- Can destroy a person's life.





Heroin

- Highly addictive
- Leads to serious health conditions.
- Impairs job performance
- Increases potential for workplace theft and crime.





Prescription Drugs Can be addictive

- Can be addictive
- Many people use these drugs for nonmedical reasons
- Can impair job performance
- Can lead to use of other dangerous drugs



Emotional effects



- ☐ Aggression
- **□** Burnout
- ☐ Anxiety
- ☐ Depression
- ☐ Paranoia
- ☐ Denial

Behavioural effects



- Slow reaction time
- Impaired coordination
- Slowed or slurred speech
- Irritability
- Excessive talking
- Inability to sit still
- Limited attention span
- Poor motivation or lack of energy

Physical effects



- Poor attendance
 - Tardiness
 - Unexplained absences
 - Long lunches
- Co-workers or customer complaints
- Mistakes
- Missed deadlines

How Can You Recognize An Abuse Problem



Early on

- Addiction
- signs of substance abuse

Abuser might

- Complain of illness or personal and financial problems
- Carelessness,
- Unreliable and uncooperative
- Work performance deterioration
- Frequent absentism
- Avoidance
- Aggressiveness

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What can we do



• Sends a clear message that use of alcohol and drugs in the workplace is prohibited

- Encourages employees who have problems with alcohol and other drugs to voluntarily seek help
- Recognize the impact of alcohol and drug abuse on the workplace
- Understand and follow the Drug-Free Workplace Policy
- Know the types of assistance available

Drug-Free Workplace Act



- Written policy Awareness
- Program Reporting requirements
- Disciplinary action
- Rehabilitation

OSHA Requirements Protection against recognized hazards

- Requires companies to recognize the problem and protect workers from workplace substance abuse
- The General Duty clause of the OSHA requires us to provide employees with a workplace "free from recognized hazards that are likely to cause death or serious physical harm."

The Policy



- Prohibits the possession, use, or sale of drugs or alcohol on company property
- Forbids working under the influence
- Provides assistance to employees who want help for an abuse problem
- Imposes discipline on those who violate rules and refuse help

Management







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THANK YOU FOR LISTENING QUESTIONS

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