

Addiction and it's effects at the workplace

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Defining addiction

- Chronic, complex and treatable brain disorder.
- Addicts can't control their need for a substance, even when it has negative health, social or legal results.
- Having a lack of control over a substance is the result of alcohol- or drug-induced changes in the brain.
- When untreated, addiction grows more serious over time.
- After repeated drug use, the decision to use drugs is no longer voluntary because - **DRUGS CHANGE THE BRAIN !**

Classifying psychoactive drugs

- **Depressants:** Alcohol, benzodiazepines (e.g. valium), opioids (heroin, morphine, codeine, etc.), solvents, low doses of cannabis
- **Stimulants:** amphetamines, methamphetamines, cocaine, nicotine, khat, caffeine, muguka
- **Hallucinogens:** LSD, High doses of cannabis, mescaline, magic mushrooms
- **Other drugs:** inhalants (glue, paint, aerosols, etc.)

Myths about addiction

- Addicts are bad or crazy people.
- If you are an addict, all you need is willpower to stop.
- Addicts should be punished, not treated.
- A person addicted to one drug is addicted to all drugs.
- All addicts hit “rock bottom” before getting help.
- Addicts have to want to be treated to stop using.
- Addiction is treated behaviorally, so it can't be a brain disease.

Symptoms of substance abuse disorder

- Taking the substance in larger amounts/for longer than you meant to
- Wanting to cut down or stop using the substance but not managing to
- Spending a lot of time getting, using, or recovering from the use of the substance
- Cravings and urges to use the substance
- Functional impairment at work, home, because of substance use
- Continuing to use, even when it causes problems in relationships
- Giving up important social, occupational or recreational activities because of substance use

Symptoms of substance abuse disorder

- Using substances continuously even when it puts you in danger
- Continuing to use even when you know you have a physical or psychological problem that could have been caused or made worse by the substance
- Needing more of the substance to get the effect you want (tolerance)
- Withdrawal symptoms that are relieved by taking more of the substance (DSM-5)

Statistics of drug abuse in Kenya (15-65 years)

Alcohol use disorder		Tobacco use disorder	
Nairobi	18.4%	Nairobi	10.4%
Western	13.1%	Coast	9.2%
Rift Valley	10.7%	Eastern	8.8%
Eastern	10.6%	North Eastern	8.8%
Nyanza	9.6%	Rift Valley	8.8%
Coast	8.7%	Western	4.9%
Miraa/khat use disorder		Bhang use disorder	
North Eastern	7.4%	Coast	2.8%
Coast	7.3%	Nairobi	1.9%
Eastern	6.9%	Nyanza	1.8%
Nairobi	5.2%	Western	0.8%
Rift Valley	1.6%	Central	0.3%

Workplace characteristics impacting substance use

- Occupation related
 - Availability of and job access to alcohol, drugs, or other substances
 - Workplace norms that reinforce substance use, e.g. food preparation industry, entertainment, sports, media, etc.
- Organizational culture and climate
 - E.g. poor job design, inadequate training, lack of control over workforce
 - Sexual harassment, violence and bullying in the workplace
- Work related
 - High stress and poor job satisfaction
 - Job strain, shift work
 - Repetitive or boring tasks
 - Poor working conditions
 - Working in isolation without co-workers

Health consequences of alcohol abuse

- Development of mental disorders
- Negative effects of alcohol on the brain-slurred speech, staggering, blurred vision, impaired memory
- Black outs after heavy consumption
- Fetal alcohol syndrome in pregnant women
- Development of liver problems – cirrhosis & liver cancer
- Cancers of the stomach, esophagus, etc.

Socio-economic consequences of drug and alcohol abuse

Individual level

- Alcohol and drug abuse has a direct impact on an individual's productivity and overall economic development
- Harm to self, e.g. alcohol related injuries
- Work related absenteeism :

Chang'aa related absenteeism	40.5%
Bhang related absenteeism	37%
Legal alcohol	29.4%
Miraa/khat	28.6%
Traditional liquor	25.5%

Socio-economic consequences of drug and alcohol abuse

Family level

- Diversion of family resources to fulfil desire for alcohol/drug use
- Violence towards partner/spouse & poor parenting
- Spread of sexually transmitted diseases due to risky behavior when intoxicated/impaired judgement

Chang'aa users	61.8%
Bhang	50%
Traditional liquors	36.4%
Legal alcohol	23.9%
Khat.miraa	18.1%

Negative impact of drug use on workplaces

- Absenteeism (62%)
- Reduced productivity (49%)
- Lack of trustworthiness (39%)
- Negative impact on the company's external reputation (32%)
- Missed deadlines (31%)
- Increased healthcare costs (29%)
- Unpredictable, defensive interpersonal relations (29%)

Costs attributed to alcohol and drug abuse

Direct costs

- Escalating healthcare
- Cost of property damage or loss
- Cost of alcoholic beverages or drugs

Indirect costs

- Cost of reduced or lost productivity due to absenteeism
- Loss of employment
- Suffering, pain, and deterioration of quality of life

Improving workplace stressors

Workplace characteristics that are associated with reduced stress and less substance use include:

- Culture of health and wellness
- Safe work environments
- Supervisor recognition of employee efforts
- Workplace social support and communication
- Clearly stated policy and procedures
- Cohesive work teams
- Job security and adequate pay
- Task variations

Treatment

- Prevention of alcoholism and drug abuse – workplace policies, prevention programs, sensitizations, workshops, etc.
- Rehabilitation programs
- Instilling morals and ethical values at the social level

Drug addiction treatment

Drug addiction treatment is offered in specialized facilities and mental health clinics by a variety of professionals such as:

- Medical doctors
- Psychiatrists
- Psychologists
- Social workers
- Nurses
- Case managers
- Certified drug abuse counsellors
- Other substance abuse professionals

Thank You!

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