

Addictions in the Workplace, the Risk to ALL

Guest Speaker : Rodrigo Garcia, MSN, APN-CRNA, MBA



www.ParkdaleCenter.com

Initial Introductions



Rigo Garcia

- RN, MSN, CRNA, MBA
- Parkdale Center for Professionals, Co-Founder & Executive Program Director
- Great Lakes Anesthesia, Chief Anesthetist
- Husband & Father

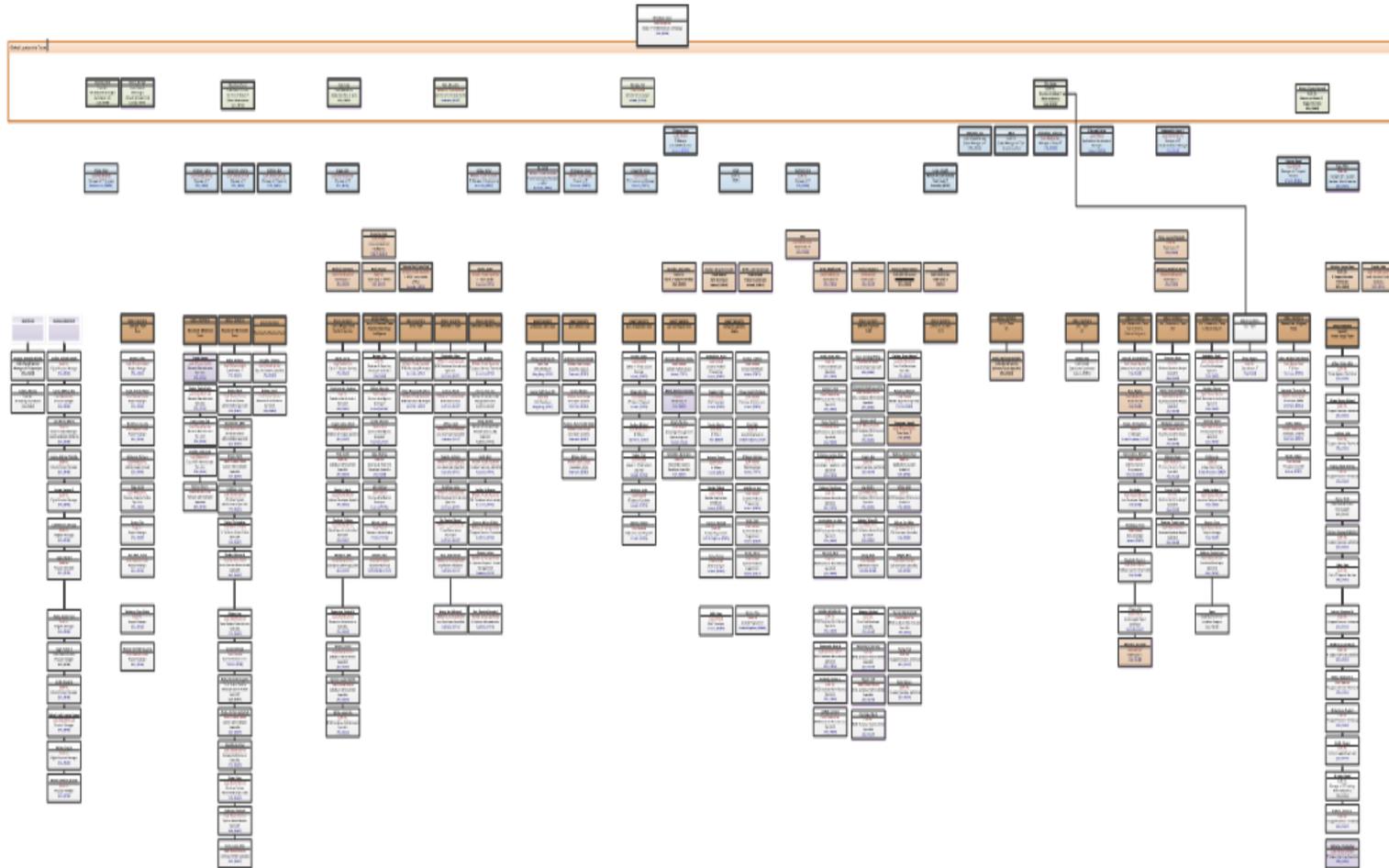
Understanding the Scope

of Addictions in the Workplace

The Ties That Bind

- 33% People "Know" someone
- 15% of People live with one
- 10% ARE one meet the DSMV Criteria for a diagnosis of SUD





Understanding the Risks?

of Addictions in the Workplace



A Game of Chance?

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Cost

Turnover

Higher
Premiums

Morale

Customers

Company-wide
Culture

Safety

Productivity

Legal Issues

Wellness

Cost?

**What is the cost of treatment
for the individual?**



Soft & Hard Cost

- Time off work/away*
- Distance and emotional risk
- Treatment center fees*

Cost?

What is the cost of **NO** treatment support
for your company?

Soft & Hard Cost Calculator



www.nsc.org/drugsatwork

Sample Company:

Community Health Network

1. # Employees 13,000

(Volunteers not calculated)

2. Industry: Education, Health, Social Services



Real Costs of Substance Use in Your Workforce Results

YOUR COSTS

This report combines the latest research on employment costs with data from National Survey on Drug Use and Health (NSDUH) to calculate how much substance use in your workforce costs employers annually.

TOTAL COST: \$3,308,554



Lost Time

COST:

\$747,270



Job Turnover & Re-training

COST:

\$1,446,470



Healthcare

COST:

\$1,114,814

[Expand Cost Detail](#) ▼

RECOVERY IS GOOD FOR BUSINESS

Substance misuse and substance use disorders (SUDs) can be an expensive problem for employers. However, providing resources to assist workers with their SUD can be a very good investment.

Workers in recovery help employers **AVOID \$1,626** in turnover & replacement costs

Workers in recovery miss **5 DAYS LESS WORK** per year than workers with a SUD

[Learn Why](#)

Each employee who recovers from a substance use disorder saves a company **MORE THAN \$3,200 PER YEAR**

TAKE ACTION

Many organizations have realized substantial savings by investing in employee wellness and offering appropriate treatment options for substance use disorders. Since it is not possible to identify employees who may have a substance use disorder, these programs need to be implemented across the entire organization.

Percentage of Employee Population Engaged



Slide the bar to see the costs avoided by intervening and helping more of your employees get treatment.

Workplace Costs Avoided

\$320,436

Information & Resources

[Get More Resources](#)

YOUR PROFILE



PREVALENCE OF SUBSTANCE USE DISORDER BY INDUSTRY

Education, Health, Social Services

Rank: Average/Below

AVERAGE/BELOW MODERATE HIGHEST

WHO'S AFFECTED?

Your employees and their family members can struggle with substance dependence. These graphics illustrate how many people in your organization may be affected, broken out by group.



Employees

874



Dependents & Family

2,211

SUBSTANCES

It is important to note that individuals may be struggling with more than one substance use disorder. Click on the substance image for more information.



Alcohol

EMPLOYEES:

737

FAMILY:

1,858



Opioids & Heroin

EMPLOYEES:

68

FAMILY:

165



Marijuana

EMPLOYEES:

137

FAMILY:

353



Other Drugs

EMPLOYEES:

205

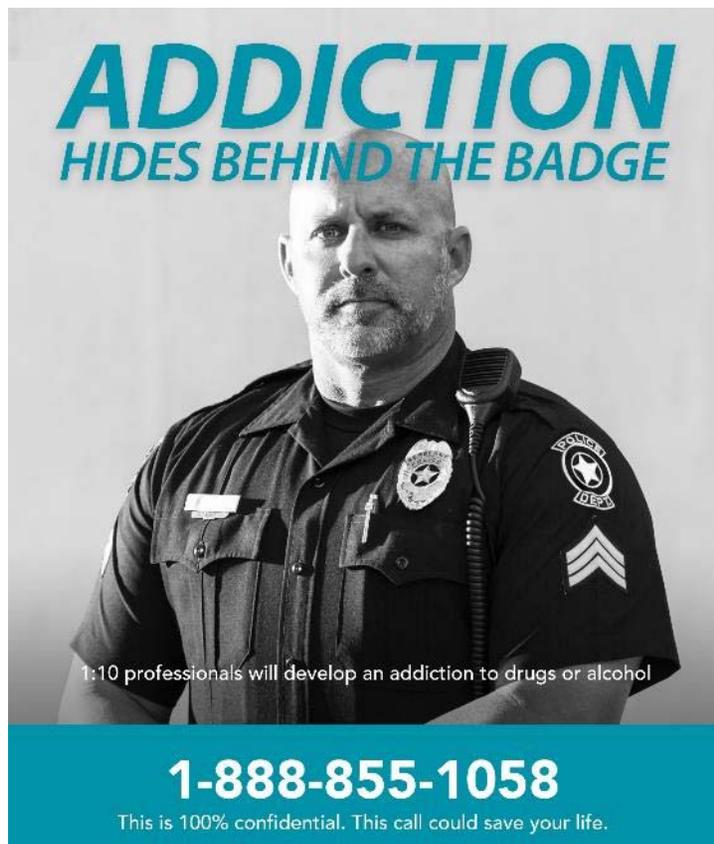
FAMILY:

588

www.nsc.org/drugsatwork

r.com

Remember Risk to ALL



- Workplace theft for the purposes of abuse of drugs/alcohol is called “**diversion**”
 - Medical employers
(Hospitals/Pharmacies/First Responders/EMTs)
 - Employee clinics
 - Employee locker areas
 - Lounges
 - Suites/client entertainment areas
 - Desks/purses

Most Don't Make Headlines for Good Reasons

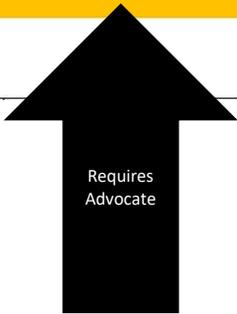


Most Don't Make Headlines at All! 🤔

Understanding a Major Current Issue

The Treatment Spectrum is Vast

Comprehensive Multi-disciplinary Assessment following American Society of Addiction Medicine Criteria to determine level of care



TREATMENT SPECTRUM CONSIDERATIONS

	In-patient	Partial Hospitalization Patient/Program	Parkdale Center for Professionals PHP with Co-op Housing	Intensive Out Patient	Therapy by Addiction Specialist	Therapy Only	Aftercare Program	Independent Aftercare (Support Group)	Sober Living	Monitoring	
Supervision	Locked unit		●	●	●	○	○	○	○	○	
	Semi-Supervised (Daytime)		○	○	○	○	○	○	○	○	
	Self-Directed		○	○	○	○	○	○	○	○	
Stabilization (Choose)	24/7 Supervision		●	○	○	○	○	○	○	○	
	Part-Time Medical Stabilization		●	○	○	○	○	○	○	○	
	Daily Medical Supervision		●	○	○	○	○	○	○	○	
Safety	Drug (Opiates)		●	○	○	○	○	○	○	○	
	Alcohol, Mild-Moderate		●	○	○	○	○	○	○	○	
	Drug & Alcohol, Mild-Moderate		●	○	○	○	○	○	○	○	
	Drug, Severe		●	○	○	○	○	○	○	○	
Services	Cognitive Therapy & Counseling		●	○	○	○	○	○	○	○	
	Physical Therapy & Wellbeing		○	○	○	○	○	○	○	○	
	Educational		○	○	○	○	○	○	○	○	
	One-to-One		○	○	○	○	○	○	○	○	
	Group		○	○	○	○	○	○	○	○	
	Responsibility Realignments (Co-op)		○	○	○	○	○	○	○	○	
	Alternative Therapies (Art, Yoga, Music, etc.)		○	○	○	○	○	○	○	○	
	Family Programs		○	○	○	○	○	○	○	○	
	Specialized Employment Re-entry Support		○	○	○	○	○	○	○	○	
	Urine Drug Screens		○	○	○	○	○	○	○	○	
	Medication Assisted Therapy - Majority		Varies	Varies	○	Varies	Varies	Varies	○	○	
	Medication Assisted Therapy- Select Patients		Varies	Varies	○	Varies	Varies	Varies	○	○	
	Average Daily Hours Addiction Prog.		6-8 Hours	6-8 Hours	8-9+ Hours	3 Hours 3x per Week*	Varies (1 or less)	Varies (1 or less)	1 Hour 1x per Week	None	Varies
	Average Length		1-2 Weeks	4-6 Weeks	4-6 Weeks	8-12 Weeks	6-8 Visits	6-8 Visits	1-3 Years	Base on Ind.	Varies
Cost for services		\$\$\$\$\$	\$\$\$\$	\$\$\$	\$\$\$	\$	\$	\$	\$	\$	

Examples of some of the other considerations made during a Comprehensive Multi-disciplinary Assessment: Mental health component (MMPI/DSM), court ordered, prior failures, licensure at-risk / assistance program, gender specific, professional-only (adult workforce), under 18, under insured, other.

Note: Every treatment provider is different and service offerings vary over time. This model structure is intended to illustrate industry norms and offer a guide for well-thought provider inquiries only. This document provides no guarantee of services.

Not offered generally (confirm with facility) =	○
Sometimes offered (confirm with facility) =	○
Standard offering =	●
Parkdale Center for Professionals 2017 Options:	
Case-by-case	

The Treatment Spectrum is Vast

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Cost for services	\$5555	\$555	\$55	\$55	\$5	\$5	\$	\$	\$5	\$5	

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Identifying
Addiction within the
Workplace

Substance Use Disorder

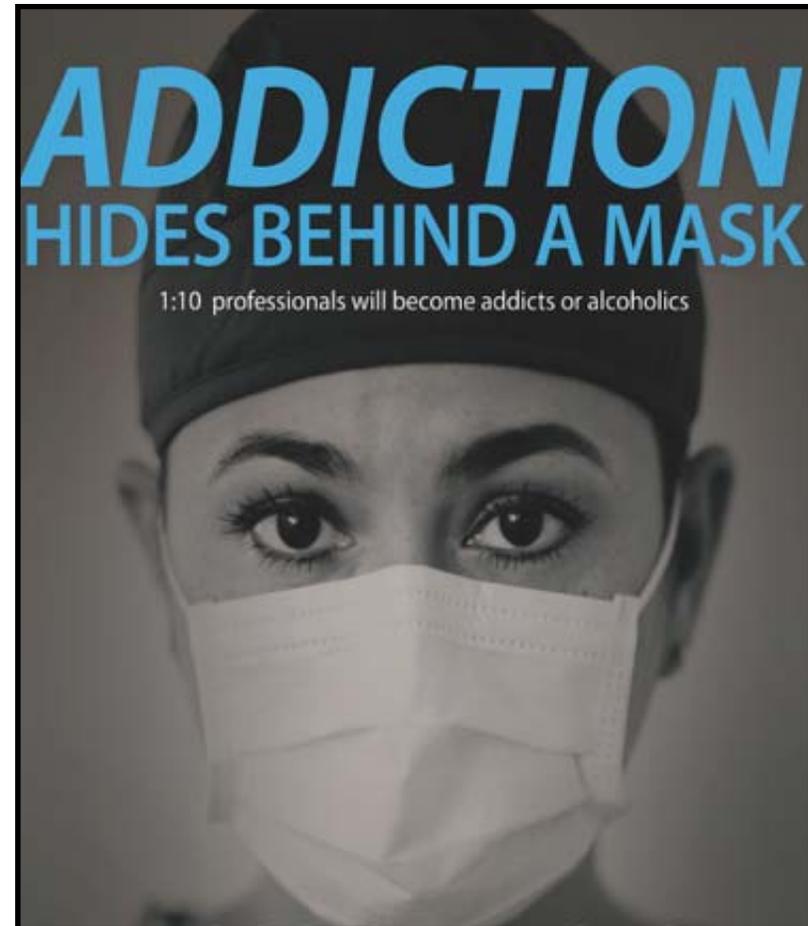
- Disheveled
- Unemployed
- Irresponsible
- Degenerate
- Criminal
- Dirty



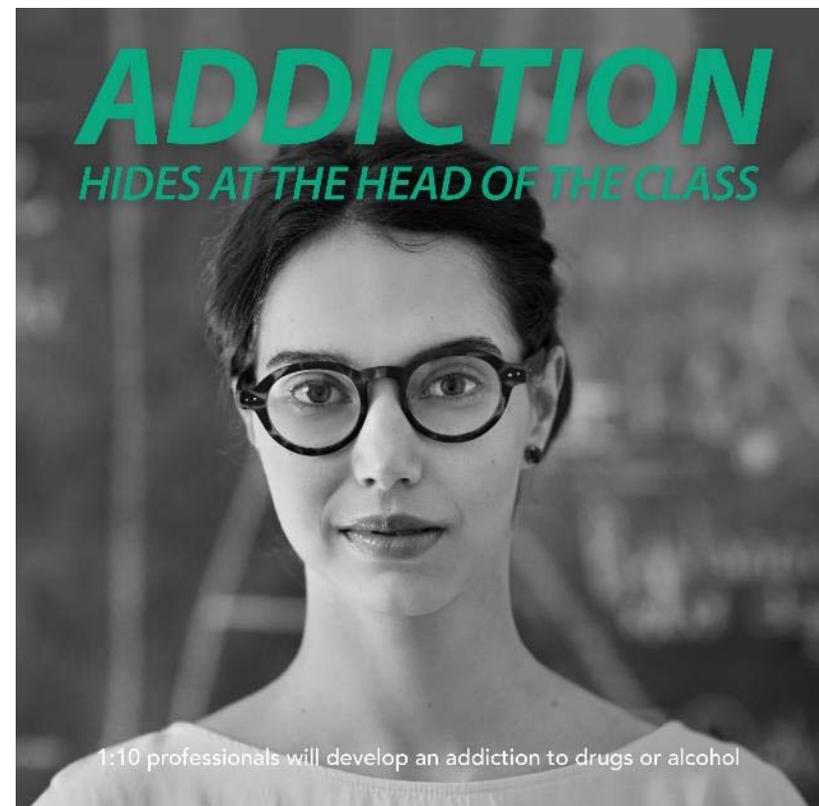
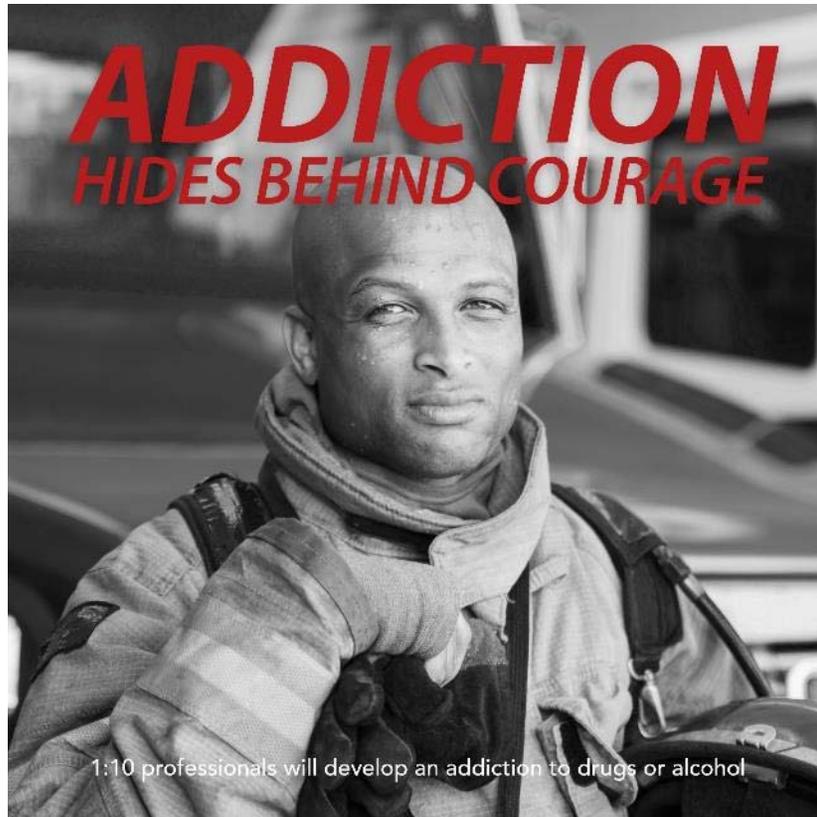
Substance Use Disorder

- Intelligent, top 25% of class
- Well liked and Respected
- Supervisors and Manager
- Advanced Degrees
- Top performers

Talbot Recovery Center, 2004



Hidden in Plain Sight



Watch for _____ in the Workplace

Behavioral

- 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
- Change in behavior/isolation

Emotional

- Aggression
- Burnout
- Anxiety
- Depression
- Paranoia
- Denial



Physical

- Weight loss
- Sweating
- Chills
- Smell of alcohol

Preparing Your Action Plan

Pre-Hire Background Check

“The information obtained does not tell me not to hire them, it tells me who I am hiring”

- HR Executive

Drug Testing – Pros/Cons

Accuracy Summary - “You get what you pay for.”

- # of drug types screens
- 1/2 life of drugs (time they last in system)
- Blood lab, requires processing time
- Urine is instant, but less comprehensive

- Qualitative – Yes/No Result
- Quantitative – Amount of Drugs

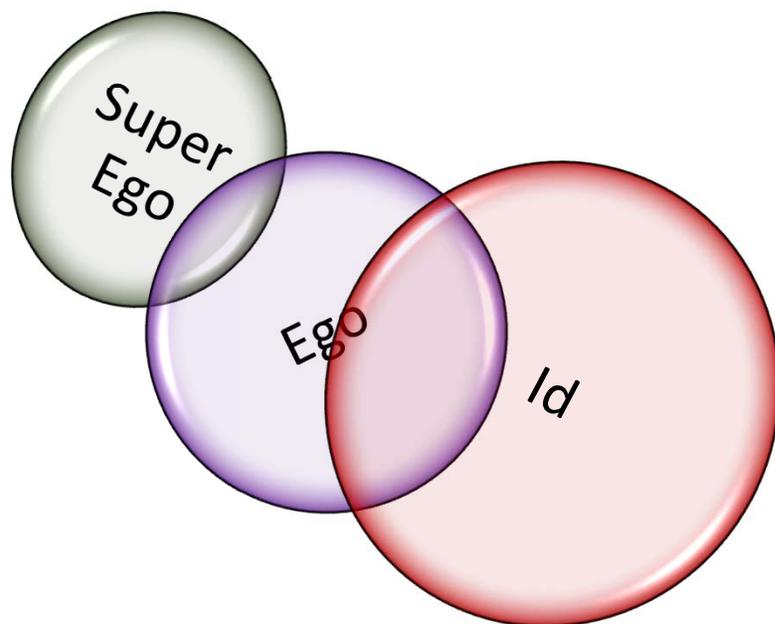
Culture of Self-Reporting



Responding in the Workplace

Compassion is Critical

Be Prepared for “That” Conversation



- Apologies
- Emotional outburst
- Claims of innocence
- Gaslighting
- Pity/sympathy
- Justifications/excuses
- Fear for “project failure” if sent to treatment

Re-Entry/Return to Work

- Work with treatment center focused on professionals
 - Signed release
- Establish initial expectations (ideally with center/family)
 - How long initial treatment
 - How long continued outpatient
 - Aftercare/meetings expectations
 - Pace of practical return
 - Performance improvement plan (on work activities)
- Revisit expectations as treatment progresses with CMA Team
- Team support



ADDICTION HIDES BEHIND A TOUGH EXTERIOR

1:10 professionals will become addicts or alcoholics



1-888-855-1058
This is 100% confidential. This call could save your life.

ADDICTION HIDES BEHIND A MASK

1:10 professionals will become addicts or alcoholics



1-888-855-1058
This is 100% confidential. This call could save your life.

ADDICTION HIDES BEHIND A SUIT

1:10 professionals will become addicts or alcoholics



1-888-855-1058
This is 100% confidential. This call could save your life.

Who we are.

We are a group of like-minded organizations with the common goal of preventing and treating substance use disorders. Through education, early detection, effective treatment, resource allocation, and advocacy, our mission becomes saving careers, protecting patients, safeguarding institutions, and changing lives.

What confidential means.

Your right to privacy is important. Whether you are this call for yourself, a loved one, a co-worker, or your institution, confidentiality is maintained. The information is used to help those that need it most while protecting the sensitivity of the call and your right to privacy.

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