

OSC 12
Ohio Safety Congress & Expo

WELL AT HOME. SAFE AT WORK.

223 Substance Abuse Among EMS/Fire Personnel

Brad Weber

Thursday, March 29, 11 a.m. to Noon

Ohio Bureau of Workers' Compensation

Continuing Nursing Education Disclosures

- o **Goal:** To educate conference attendees on specific aspects of accident prevention and Ohio's workers' compensation system
- o **Learning objectives for session # 223 Substance Abuse among EMS/Fire Personnel:**
 - Distinguish between substance misuse and abuse
 - Summarize alcohol and prescription drug abuse
 - Explain the connection between workplace substance abuse and injuries
- o **Criteria for Successful Completion:** Attend the entire event and complete a session evaluation.
- o **Conflict of Interest:** The planners and/ or faculty have a conflict of interest that has been resolved.
- o **Commercial Support:** There is no commercial support for this event.
- o **Continuing Education:** Awarded 0.1 IACET general CEUs and 1.0 RN* contact hour.

*The Ohio BWC (OH 18801-01-2013) is an approved provider of continuing nursing education by the Ohio Nurses Association (OBN-001-91), an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

Sheakley
It's done.

Substance Abuse Among EMS/Fire Personnel



www.sheakley.com

Sheakley
It's done.

Disclaimer

- The materials provided are for informational purposes only. Sheakley UniService, Inc. makes no representations or warranties either expressed or implied with respect to the continuing legal accuracy of the material presented herein.
- The recipient understands and acknowledges that they are liable for the use or application of information provided in the materials. Recipient further agrees that the material will be used in accordance with any applicable federal, state or local law. Sheakley recommends consultation with competent legal counsel prior to taking any labor-related action.
- Sheakley UniService, Inc. shall have no obligation to defend, indemnify, hold harmless or otherwise be held responsible for any direct or consequential damage, including attorney's fees, resulting from the improper use of the attached material.

www.sheakley.com

Sheakley
It's done.

Learning Points

- Use vs. Abuse
- Abuse in the USA
- Abuse in the Healthcare Profession
- Warning Signs
- Summary/Enabling

www.sheakley.com

Sheakley
It's done.

This Awareness Training is NOT Intended to.....

- Qualify anyone as an expert on chemical dependency
- Teach anyone how to diagnose alcohol and other drug problems
- Serve as treatment or formal intervention with someone who has a drug or alcohol problem

www.sheakley.com

 **Our #1 Goal**

- Learn
- Retain
- Utilize

www.sheakley.com

 **Use vs. Abuse**

- Hollywood Version/Reality
- Abuse vs. Dependence
- Diagnostic and Statistical Manual of Mental Disorders (DSM IV)

www.sheakley.com

 **Hollywood**



**On a Bender
in MayBerry**

JOEL HASKLING SALUTES
THE MOONSHINE MYSTIQUE OF
THE ANDY GRIFFITH SHOW.

www.sheakley.com





HANGOVER

www.sheakley.com





**HANGOVER
PART II**

www.sheakley.com





www.sheakley.com

 **What is Substance Abuse?**

“Substance abuse is the intentional and inappropriate use of a drug resulting in physical, emotional, financial, social, or intellectual consequences.”

(Goldberg 2003)

www.sheakley.com

 **DSM IV**

- Tolerance
- Withdrawal
- Larger and Longer
- Persistent Desire/Lack of Control
- Time
- By the Wayside
- Continued Abuse Despite Problems

www.sheakley.com

 **Progression of Dependence**

- Social Use
- Lack of control
- Significant changes in behavior
- Dishonesty about behavior
- Complete dependency

www.sheakley.com

 **Types of Addiction**

There are two types of addiction:

Physical addiction is the physical dependence on a drug that upon cessation of use will result in physical symptoms of withdrawal ranging from mild to life threatening.

Psychological addiction is not “just in their head”. It stimulates the pleasure centers of the brain wherein the brain can go from craving to withdrawal every 5 to 10 minutes.

www.sheakley.com

 **Assessment**

- All addictions are progressive diseases.
- Expert assessment is essential, as different drugs act differently individually on the body and work in various ways when combined with each other.
- Those who abuse substances often have secondary medical issues such as infection and malnutrition.
- Employee Assistance Programs

www.sheakley.com

 **Substance USE in the USA**

www.sheakley.com

Thank You



www.sheakley.com

Substance USE in the USA

- America makes up 5% of the world's population
- Consumes 60% of the world's production of illegal drugs



www.sheakley.com

Drugs are a Business



www.sheakley.com

Substance USE in the USA

- 13 people die everyday at work.
- In the US 4,000 - 5,000 people die each year.
- 10,700 people are injured everyday at work.
- 10% to 20% of the nation's workers who die on the job test positive for alcohol or other drugs.
- 13 million Americans have 5 or more drinks per occasion, five or more times in a typical month.
- 18 million Americans abuse alcohol.
- 25% of people ages 18 to 34, used drugs in the past year.
- 30% employed are aware of drug sales at work.

www.sheakley.com

Substance USE in the USA

- 20 million Americans regularly use prescription medicine for non-medical reasons.
- 70% of substance abusers hold jobs.
- 47% of serious and 40% of all fatal workplace accidents are substance abuse related.
- 14 out of every 100 employees abuse drugs on the job.
- 60% of all users will sell drugs to other employees.

www.sheakley.com

Substance USE in the USA

- 23 million use Marijuana at least 4 times a week.
- Compromises ability to learn and retain information
- Impact on memory and learning
- Lapse in judgment
- Marijuana is #1 cash crop in the U.S.
- #1 Positive Drug Test in the workplace
- Measurable effects 12-24 hours after intake

www.sheakley.com

Drug Use Facts

8% have used in the last 30 days...

- 15.2 million used **Marijuana**
- 6.2 million used **Psychotherapeutics**
- 1.9 million used **Cocaine**/359,000 **Crack**
- 314,000 used **Meth**/Amphetamine
- 555,000 used MDMA (X) **Ecstasy**
- 800,000 (.045) used **Heroin**

Source: Household Survey on Drug Use

www.sheakley.com

Workplace Accidents

- Training
- Fatigue
- Shortcuts
- Production vs. Safety
- Substance Abuse

www.sheakley.com

Is the Problem Real?

Who drinks?
Who uses Drugs?

75 % are Employed

Surprised?



www.sheakley.com

Vehicle Safety

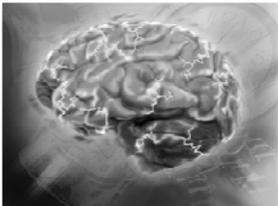


Operating a vehicle and machines with any alcohol involved is particularly dangerous because it requires so many coordinated thoughts and actions.

www.sheakley.com

Short Term

- Alcohol creates safety risks because it is a drug that has a depressant effect on the brain.
- It slows down and distorts the messages your brain sends to the rest of your body.



www.sheakley.com

**Who Uses ALCOHOL?
How Much?**

- A. 129.0 million** or 51.6% of population 12+ drink
- B. 75.4 million** or 30.2% are "binge" or "heavy" drinkers
- C. 19 million** or 6.5% admit either drinking on the job or just prior to going to work

* 58.1 million Americans, 12 + **binged** – 5 drinks at one time in last 30 days.

** 17.3 million Americans, 12+ report **heavy** – 5 or more, 5 x's or more in the last 30 days.

www.sheakley.com

Alcohol & The Body

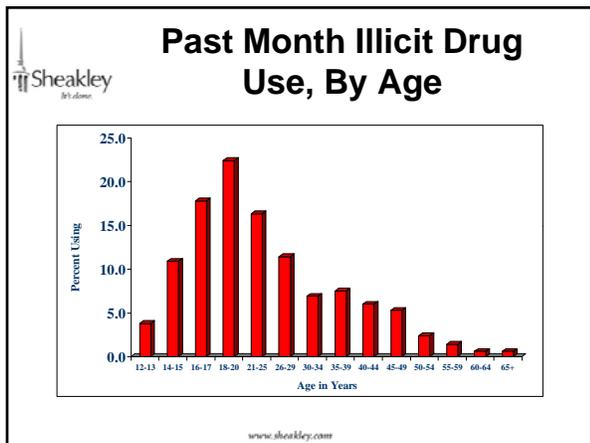
- Absorbed Through Stomach and Small Intestine
- Takes 3-5 Minutes to Reach the Brain (Blood/Brain Barrier)
- Takes About 30 - 60 Minutes For Absorption/Full Effect
- Food Slows Absorption
- Body Eliminates Alcohol at the Rate of a Drink Every Hour and a Half
 - ONLY Time Works to Eliminate Alcohol
 - NOT Cold Shower, Coffee, Exercise



www.sheakley.com

**Substance Abuse
Healthcare
Emergency Services**

www.sheakley.com



Trauma

- **Cognitive:** intrusive thoughts reliving incident, ability to concentrate, mental confusion
- **Behavioral:** substance use, withdrawal, acting-out
- **Physical:** fatigue, recurring headaches, inability to sleep or eat
- **Emotional:** anger, depressive feelings, or anxiety reactions

www.sheakley.com

How do I react?

- Nurses
- Firefighters
- Doctors
- Police Officers

www.sheakley.com

Food for Thought

Recovering from substance abuse and drug addiction is not easy but it is a whole lot easier than slowly dying from the effects and symptoms experienced due to abusing them.

www.sheakley.com

 Sheakley
It's done.

Warning Signs

www.sheakley.com

 Sheakley
It's done.

Watching the Inebriation Process at Work

Signs: This is a Microcosm of the ENTIRE path
- almost all the signs:

1 – 4 drinks Inhibitions down, friendlier, laughing / inappropriate behavior
Gets louder and less inhibited / even less inhibited
Repetitive speech topics / unable to understand situation
Talks at varying speeds and volume / slurred speech

5 – 8 drinks Loses fine motor skills/poor machine skills / drops things
Reaction time / slower to react to spills/get out of the way
Beginning to have balance problems / staggering gait
Very deliberate movement / coordination problems
Eye hand coordination decreases / work becomes slow
Slurred speech / not able to communicate
Fowl language / inappropriate speech

www.sheakley.com

 Sheakley
It's done.

Watching the Inebriation Process at Work

Extreme Social Drinking

Continued:

5 – 8 drinks Problems understanding questions / confusion
Difficulty remembering / inappropriate responses
Drowsiness / asleep on the job

9 – 10 drinks Loss of critical reasoning skills / dangerous behavior
Loss of major muscle group control / accident concern
Mental confusion and exaggeration / loss of faculties
Nystagmus – involuntary eye movement

11 + drinks Stupor, unconsciousness, pass out, alcohol poisoning, death
(17 drinks in a bottle)

www.sheakley.com

 Sheakley
It's done.

Abusive vs. Alcoholism

1. **Alcohol Abuse** is the misuse or overuse of alcohol on a recurrent basis to the detriment of:

- Relationships
- Family life
- Work
- Finances
- Safety

2. **Alcoholism** is **Abuse** taken a step further. The disease manifests through a physical compulsion coupled with a mental obsession to drink. It is characterized by:

- A craving for alcohol and a high tolerance
- A loss of 'quantity' control when drinking
- A physical dependence on the drug
- Withdrawal symptoms when alcohol stops being ingested

www.sheakley.com

 Sheakley
It's done.

Abusive Drinking

Not signs as much as behaviors that characterize the beginning of the Abuse path:

- Drinks to become drunk
- Drinks at a certain time each day
- Becomes irritable if the pattern/time is disrupted
- Drinks by themselves on purpose
- Become aggravated if asked to justify their drinking or amount
- Increase Social drinking to 3-5 a day / stashed bottle
- Increased tolerance
- Prefer to only go to functions where there is alcohol
- Tend to have a favorite drink and complain if not available
- Begin to have strained family relationships
- Loss interest in prior hobbies and activities

www.sheakley.com

 Sheakley
It's done.

Workplace Signs

- Unexplainable sickness, and more frequent absences
- Performance or conduct problems
- Behavioral changes/reactions
- Accident problems or near misses
- Difficulty getting along
- Increased instances of tardiness
- Sloppy or incomplete work
- Excuses for everything

www.sheakley.com

 **Workplace Signs (Cont'd.)**

9. Incessant apologies
10. Forgetfulness and declining good judgment
11. Missed quotas that used to be met
12. Increasingly strained relationships with coworkers
13. Difficulties just getting along
14. Difficulty being a team player
15. Less concerned about the safety of themselves & others

www.sheakley.com

 **Alcoholism - Stop #3**
Stages & Signs of Alcoholism

Stages and Signs - Performance Indicator:

Alcoholism is normally progressive in nature, usually stems from abuse, and can be tracked through three different stages



- A. Early**
- B. Middle**
- C. Late**

Each of these stages is accompanied by "denial". The abuser is not willing to admit he or she has a problem and is considered to be in "a state of denial". Each stage of continuing abuse has distinctive signs and symptoms of related characteristics.

www.sheakley.com

 **Early Stage Signs**

1. A general tardiness / **late for the start of the workday**
2. Coming back to the workplace / **late back after lunch and breaks**
3. Leaving the workplace early / **frequently non excused**
4. Being overly sensitive to criticism / **difficult to manage**
5. Increased complaints / **difficulty finding co workers**
6. Continual health complaints / **fit for duty**
7. Lies about anything / **lack of trust**
8. Denial of problems / **management problem/family problem**
9. Decreased job performance / **unable to complete assignments**

www.sheakley.com

 **Middle Stage Signs**

1. Frequent absenteeism / **absences beyond allowed**
2. Family emergencies/frequent call in absences / **unreliable**
3. Deterioration in appearance / **appropriately dressed**
4. Quick to anger re: job performance / **insubordination and discipline**
5. Poor attitude, concentration, and lack of discipline / **follow direction**
6. Hostile attitude on any alcohol / **observed verbal altercations**
7. Increased injuries / **fit for duty**
8. Continued general breakdown in health and wellness
9. Increased need for medical attention / **fit for duty**
10. Unreliable and inattentive work habits / **danger to co-workers**
11. Borrows or steals money / **policy on crime or garnishments**
12. Increased requirement for disciplinary actions / **insubordination**

www.sheakley.com

 **Late Stage Signs**

Brain's function now depends on drug's effect

1. Prolonged absences / **and will be out as long as possible**
2. Aggressive behavior / **insubordination**
3. Sleeping on the job / **dangerous behavior**
4. Balance / **unsteady in any position**
5. Obvious physical deterioration / **fit for duty**
6. Marital problems/divorce / **lack of concentration - dangerous**
7. Financial problems / **trouble with co workers - disruptive**
8. Continuous health problems / **fit for duty and absences**
9. Withdrawal symptoms / **allowed as such: nausea, tremors, seizures**
10. Drinking on the job / **physical signs & performance indicators**
11. Contemplation of suicide / **so listen carefully**

www.sheakley.com 47

 **Warning Signs of Potential Prescription Drug Abuse**

- Take more pain medication than your doctor has prescribed
- Request prescriptions from multiple doctors
- Use alcohol or other medications to increase the effects of the pain medication
- Take pain medication to deal with other problems, such as anxiety or stress
- Doctor, friends or loved ones express concern about your use of pain medication

(The Mayo Clinic, 2006)
www.sheakley.com

 **Commonly Used Prescription Drugs**

- **Opiates are mostly used to treat pain.**
 - Some examples of opiates are codeine, morphine, and opium.
- **Central nervous system (CNS) depressants are used to treat anxiety and sleep disorders.**
 - Some examples of CNS depressants are barbiturates, and benzodiazepines.
- **Stimulants are prescribed to treat the sleep disorder narcolepsy and attention-deficit hyperactivity disorder (ADHD).**
 - Some examples of stimulants are cocaine, methamphetamine, and amphetamines. (only amphetamines are widely prescribed)

National Institute on Drug Abuse (NIDA)

www.sheakley.com

 **OxyContin**

- 12 hour time release tablet/opium derivative
- Opioid analgesic
- Treatment of moderate to severe pain
- Most over-prescribed drug in the U.S.
- Very Addictive Physically & Psychologically



www.sheakley.com

 **Effects of OxyContin Abuse**

- **Most serious risk: Respiratory Depression**
- **Toxic overdose and/or death**
- **Those who abuse the drug will feel the effects for up to 5 hours**

Source: NIDA

www.sheakley.com

 **Prescription Medication**

- Discuss with your doctor whether your job is safe to do while taking the prescription.
- Notify your employer if you are not "fit for duty" due to restrictions associated with prescriptions.
- Keep a copy of your prescription available and provide it at the time of any drug testing to which you are subjected.
- If it wasn't prescribed to you, it's illegal for you to use.
- Do not use prescription medication after the expiration date.

www.sheakley.com

 **Prescription Drug Use in America**

Of the 7.0 million prescription drug abusers:

- 5.3 million used pain relievers
- 2.0 million used tranquilizers
- 1.3 million used stimulants
- 0.4 million used sedatives

NIDA September 2010

www.sheakley.com

 **What is driving this high prevalence?**

- Misperceptions about their safety
- Increasing environmental availability
- Varied motivations for their abuse

www.sheakley.com

 **Do NOT...**

- Be an enabler
- Look the other way
- Intervene on own
- Worry about jeopardizing a substance abuser's job

www.sheakley.com

 **How Does One Enable Someone?**

- Covering for them
- Doing their work, conceal work performance
- Delegating their work responsibilities
- Lending them money
- Accepting excuses
- Not asking questions that would force them to face their problems

www.sheakley.com

 **Protection?**

When you protect a substance abuser from the consequences of their behavior, you are making it possible for them to continue abusing alcohol or other drugs.

- **Friend?** *You are doing them no favor.*
- You are also risking your safety.

www.sheakley.com

 **Additional Information on Substance Abuse**

- **Substance Abuse Mental Health Service Association**
www.samhsa.gov
- **Ohio Al-Anon Information Service**
www.ohioal-anon.com
- **National Institute on Drug Abuse**
www.drugabuse.gov
- **Medline Plus health Information**
www.medlineplus.gov

www.sheakley.com

 **Additional Information on Substance Abuse (Cont'd.)**

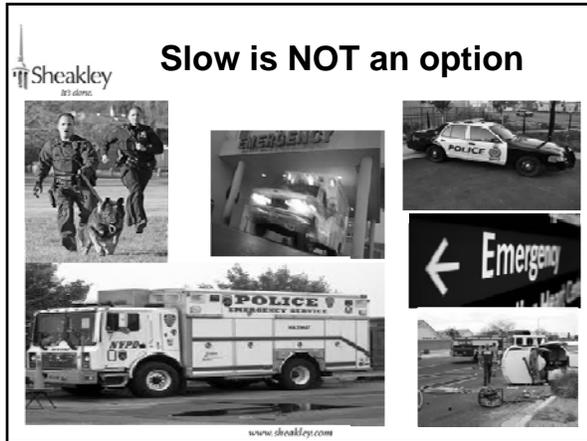
- **Cocaine Anonymous**
www.ca.org or 1-310-559-5833
www.drugfreeamerican.org
- **Life Management Systems EAP**
513-551-1484
- **Alcoholics Anonymous**
www.aa.org
- **Marijuana Anonymous**
www.marijuana-anonymous.org

www.sheakley.com

 **Contact Information**

Brad Weber
Sheakley Safety and Health Services
One Sheakley Way
Cincinnati, OH 45246
800-877-5055 x1412
bweber@sheakley.com

www.sheakley.com



o Points of view, ideas, products, demonstrations or devices presented or displayed at the Ohio Safety Congress & Expo do not constitute endorsements by BWC. BWC is not liable for any errors or omissions in event materials.

OSC 12
Ohio Safety Congress & Expo