



Statistical Trends Related to Substance Abuse in Canada

The Psychology Behind Addictions



Randy Herman



SUREHIRE
EXPERTS IN OCCUPATIONAL TESTING



Introduction

Presenter

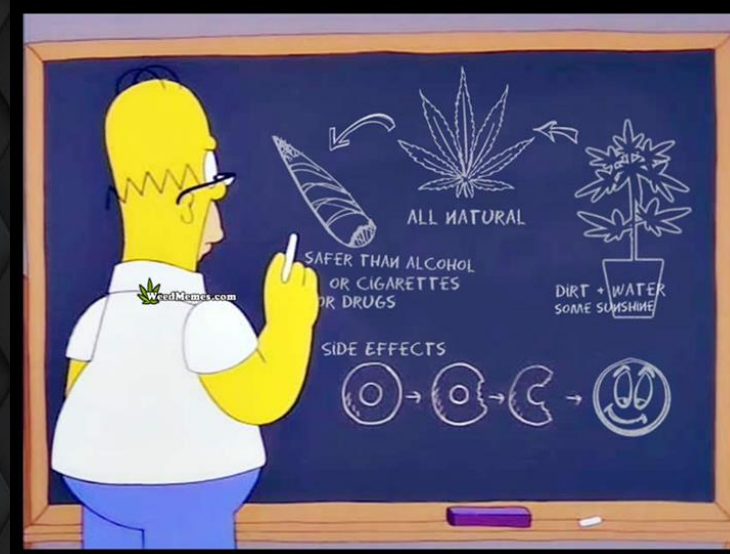
- Randy Herman

SureHire Occupational Testing

- International Services
 - Drug and Alcohol Testing Services
 - Audiometric Testing Services
 - Lung Health Program
 - Fitness-to-Work Program
 - Medical Services – Vaccinations, ECG, Blood, etc.
 - Background Check Services – Criminal Record, Credit Check, etc.
 - Onsite/Mobile Testing
 - Online Education & Training
 - And more!

SUREHIRE
EXPERTS IN OCCUPATIONAL TESTING

The Journey to Legalization



The Effects of 2020...



Presentation Overview

We will discuss:

- ✓ Statistics related to workplace alcohol and drug use
- ✓ SureHire specific drug & alcohol positivity rates
- ✓ Psychology Behind Addictions
- ✓ Next steps for employers

What is the Current Issue?

Impairment is a serious issue facing today's workplace. According to the National Safety Council, 75% of adults with a substance use disorder are in the workforce.

Many workers report increased stresses, pressures and/or health issues and may be turning to alcohol or drugs as a coping mechanism.

Employers play an important role in the reduction of risks associated with drug and alcohol abuse and impairment.

COMPANY THAT EMPLOYS 100 PEOPLE

76 employees may be consuming alcohol
21 employees may be consuming cannabis
14 employees may be using opioid pain relievers
2 employees may be using stimulants
3 employees may be using illegal substances

*According to Statistics Canada (2019)

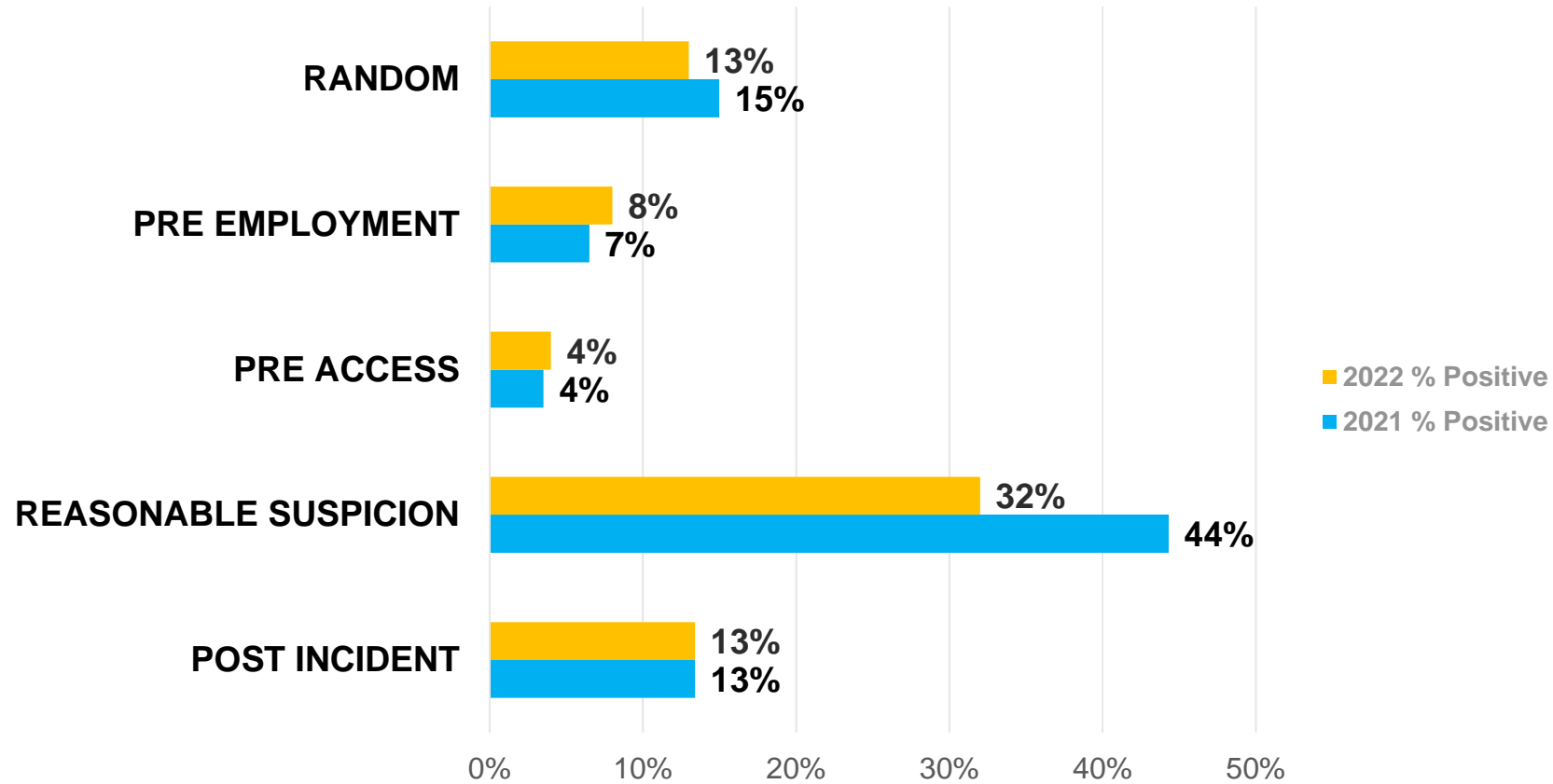
Substance Use Statistics

- 2.6% Canadians aged 15+ reported using cocaine in 2020
- In 2021, 6.2million (21%) Canadian adults reported using cannabis in the last 3 months
- In 2019, opioid pain relievers were used by an estimated 14.2% of people living in Canada, an increase from 12% in 2017.
- Of the 2% of the general population in Canada who reported prescription stimulants use in 2019, more than one-third reported problematic use, a significant increase from 2017 (~19%).
- Approximately 15% of Canadians who drink alcohol consume above Canada's low risk alcohol drinking guidelines.

Opioid-related deaths continue to climb. There were at least 30,843 opioid toxicity deaths in Canada between January 2016 and March 2022. A large concentration (>88%) occurred in British Columbia, Ontario and Alberta

SUREHIRE DRUG POSITIVITY RATES

2021/2022 DRUG POSITIVITY RATE BY REASON FOR TEST



5.69%

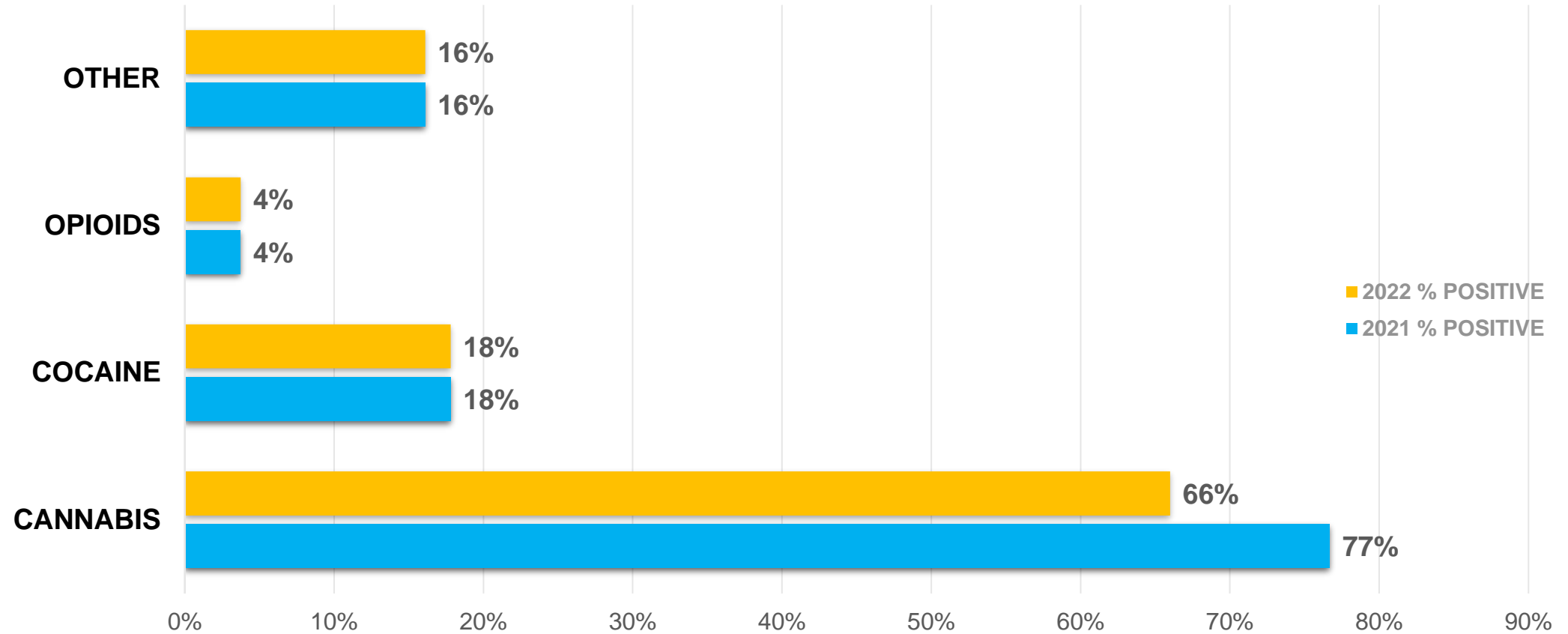
Overall positivity rate for Drugs in 2021

6.36%

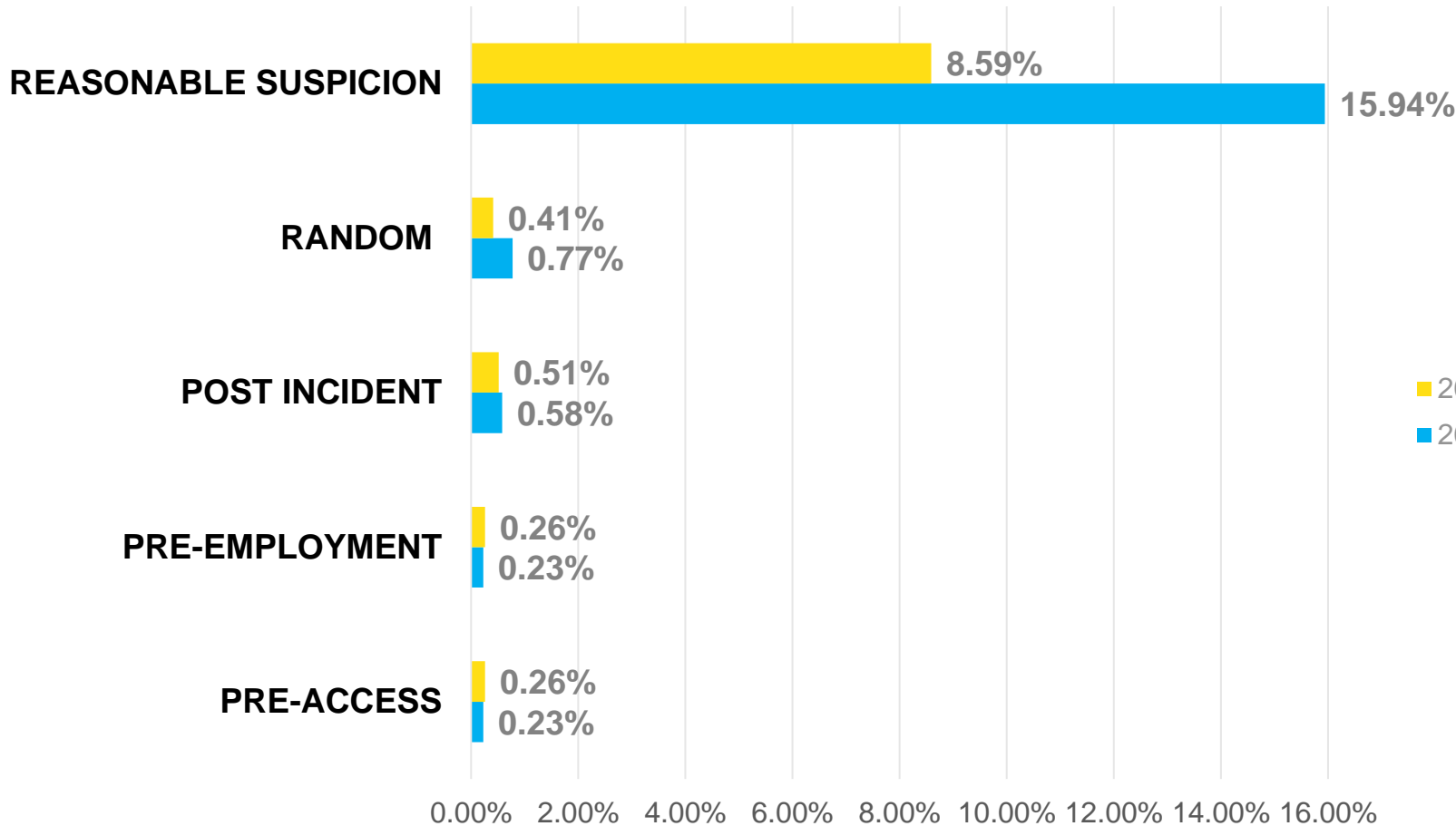
Overall positivity rate for Drugs in 2022

SUREHIRE DRUG POSITIVITY RATES

2021/2022 POSITIVITY RATE BY DRUG



SUREHIRE ALCOHOL POSITIVITY RATES



0.30%
Overall positivity rate for Alcohol in 2021

■ 2022 % POSITIVE
■ 2021 % POSITIVE

0.31%
Overall positivity rate for Alcohol in 2022

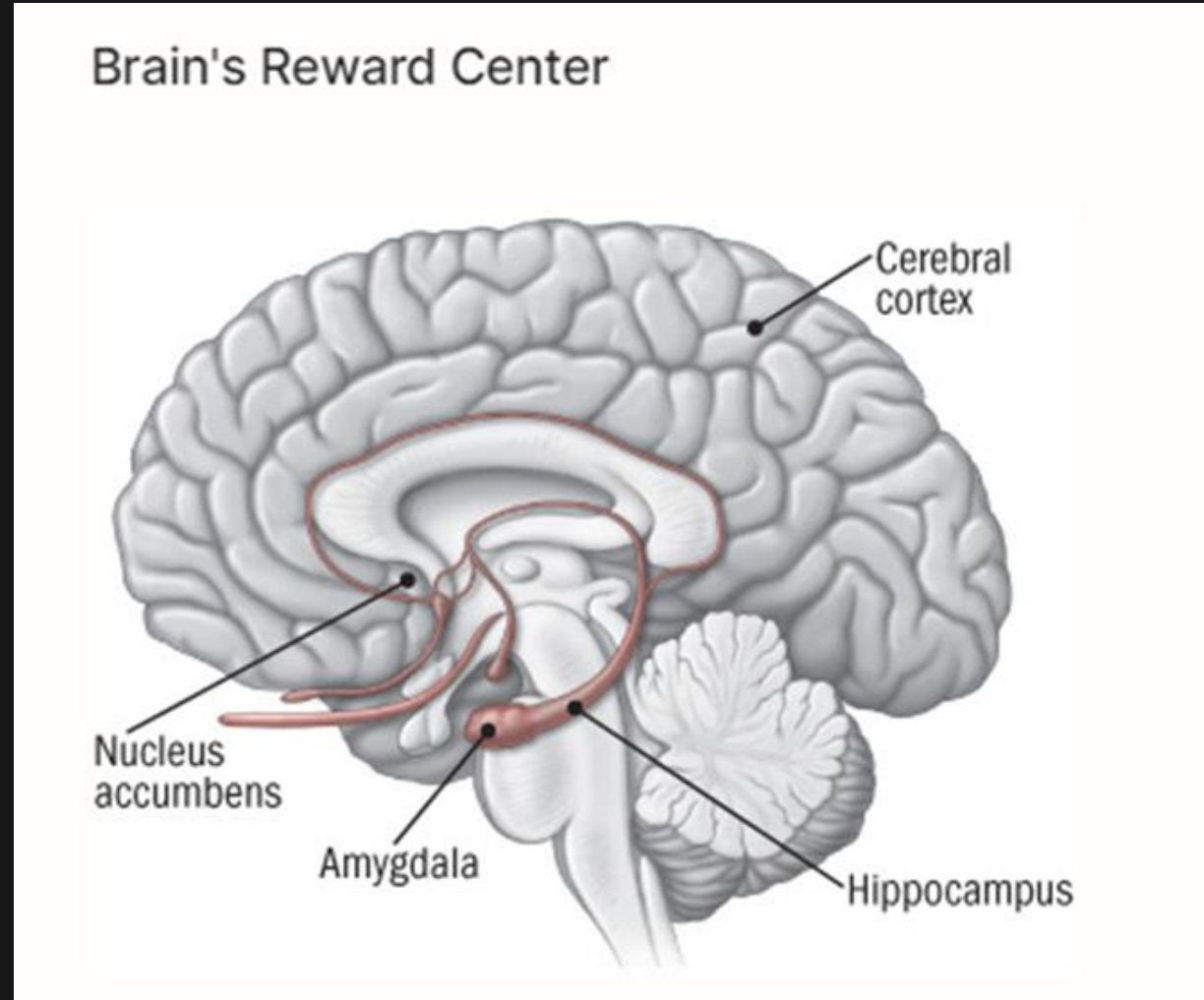
What is an Addiction?



When an individual engages in an activity that is pleasurable but cannot stop doing it, even to the detriment of everyday living (such as work, hobbies, family time, finances, etc.). Health and wellbeing suffer as a result.

Clinicians use a set of 11 criteria to diagnose substance use disorders, outlined in the Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition (DSM-5).

Addiction and the Brain



Stages



1. Initial Use
2. Abuse
3. Tolerance
4. Dependence
5. Addiction
6. Relapse

Next Steps For Employers

- Implement a drug and alcohol policy
 - *Purpose*
 - *Human Rights Compliance*
 - *Outline roles & responsibilities*
 - *Reasons for Testing*
 - *Self-disclosure & accommodation*
 - *Confidentiality*
- Consistent communication of the policy for all staff
 - *Keep it top of mind*
 - *Buy-in from staff*
 - *Promote a safety culture*
- Reasonable Suspicion Training
 - *Consistency*
 - *Education (reduces misinformation)*
 - *Shows that you as an organization take impairment seriously*
- Review and update accordingly

Let's Sum It Up



Addictions are considered a chronic disease – but they don't have to be terminal.

Addictions are considered a disability under Human Rights Canada – an employer is required to offer accommodation.

There are no addictive personalities. An addiction is a complex health issue that can affect anyone, regardless of their personality.

Treatment for a drug addiction isn't a cure, but addiction can be managed successfully. Research shows 75% of people with addictions survive and go on to live full lives.

Questions?

DID YOU KNOW...



Our **Resource Centre** is full of industry definitions, articles created by subject matter experts, and more!

Learn more at
surehire.com/resources



When you subscribe to **SureNews** you get access to new articles, upcoming announcements, free checklists, templates, and more!

Learn more at
surehire.com/surenews



Contact me:

Randy.herman@surehire.com