



Addictions are a real and significant workplace issue. How are they affecting your business?

We can help.



GCS

In England, there are an estimated 586,780 dependent drinkers (2017/18) of whom 82% are not accessing treatment. Alcohol statistics | Alcohol Change UK. According to the Journal of Clinical Nursing, approximately 20 percent of all nurses' struggle with an addiction to drugs or alcohol and 1 in 10 physicians will fall into drug or alcohol abuse at some point in their lives, mirroring the general population

There is also evidence that Individuals in managerial and professional occupations are likely to drink more frequently than those in routine and manual occupations and similarly, are more likely to gamble.

Data from Abbott's toxicology laboratories, testing on behalf of UK Employers, has shown higher drug use was detected in these industries: construction (10.9%), utilities (10.5%) and retail (9.3%) industries whereas in the more regulated sectors transport (5.4%) and energy (4.7%) levels were significantly lower.

A survey carried out by the non-profit-making Considerate Constructors Scheme (CCS) has found that 6 out of 10 people questioned across the construction industry are concerned about the harm being caused by widespread drug and alcohol use in one of the UK's most demanding working environments. It also found that;

- ❗ **35% of people say they've noticed colleagues under the influence of drugs and alcohol at work**
- ❗ **25% of people say that drugs or alcohol have affected them at work and 23% saying they had experienced decreased productivity**
- ❗ **27% of employers say drug misuse is a problem at work and 60% have experienced problems due to staff drinking alcohol.**

Source: Spotlight on... drugs and alcohol Best Practice Hub  
[ccsbestpractice.org.uk](https://ccsbestpractice.org.uk)



Alcohol and drug use increase the risk of absenteeism, presenteeism, low productivity and inappropriate behaviour. It can affect work performance through poor decision making and impaired reaction times causing lost productivity, inferior goods or services, errors, accidents and in the worst-case scenario fatalities can happen.

Looking at the impacts of gambling addiction in the workplace, a Reeds in Partnership report specifically focussed on Gambling and Employment found that;

- ❗ A staggering over 4 out of 5 of people think that gambling and debt are a serious workplace distraction
- ❗ 72% of adults think business should be concerned about gambling, with the biggest concern expressed by those working in financial services
- ❗ 10% of working adults - almost 5 million people - have direct experience of the problems gambling can cause in the workplace, as they know someone for whom gambling has negatively affected their work
- ❗ 28% of working adults who gamble - over 4 million people - would prefer to keep the extent of their gambling hidden from their colleagues. This rises to more than one in three (34%) people who work in finance, accountancy or legal services

In March 2013 pathological gambling was re-classified as being a behavioural addiction akin to alcohol and substance misuse. Now all three of these addictions require the same level of management by employers. In line with businesses duty of care, there is a legal and regulatory obligation to be aware of these issues and it is a CEO's responsibility to safeguard against all of these mental health conditions.

# How much could this issue be costing **your business?**

We specialise in all of these addictions and provide:

- Advice about each addiction and their potential impact in the workplace.
- Workshops/seminars about these issues relevant to a company's requirements either for employees or management/HR.
- Specialist confidential addictions counselling services for companies' employees, who are either struggling with their own addictive behaviour or affected by someone else's addiction.

We also provide confidential counselling to private clients.



Contact us today for a free & confidential consultation:



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