RESULTS FROM A SURVEY OF INDIANA EMPLOYERS

National Safety Council and the Indiana Attorney General’s Office
The Indiana Attorney General’s Prescription Drug Abuse Prevention Task Force and the National Safety Council partnered to examine the prescription drug crisis in Indiana and surveyed employers to understand current attitudes and behaviors around prescription drug policies and procedures.
SURVEY BACKGROUND

Overall Objectives:

The purpose of this research was to understand current attitudes and behaviors around prescription drug policies and procedures among Indiana employer

Methodology:

Online survey invitations were sent to HR and safety professionals.

Sample:

Sample was a combination of NSC contacts and SHRM members in Indiana.

Timing:

Survey was fielded May 13th through August 20th, 2015.
SURVEY BACKGROUND
(CONTINUED)

Qualified Respondents:

• 50+ total employees in organization/company (all locations)

• Make or share in determining organization practices for hiring practices, training, benefits programs or employee policy

Statistical Significance:

• Results analyzed at the 95% level of confidence

• Margin of error, +/- 6.9%

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# of Employees

<table>
<thead>
<tr>
<th># of Employees</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>50 to 99 employees</td>
<td>11%</td>
</tr>
<tr>
<td>100 to 499 employees</td>
<td>42%</td>
</tr>
<tr>
<td>500 to 1,000 employees</td>
<td>11%</td>
</tr>
<tr>
<td>Over 1,000 employees</td>
<td>36%</td>
</tr>
</tbody>
</table>

Job Title/Role

<table>
<thead>
<tr>
<th>Job Title/Role</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Resources</td>
<td>56%</td>
</tr>
<tr>
<td>Environmental Health Safety</td>
<td>23%</td>
</tr>
<tr>
<td>Risk Manager</td>
<td>5%</td>
</tr>
<tr>
<td>Training &amp; Staff Development</td>
<td>5%</td>
</tr>
<tr>
<td>Owner or CEO</td>
<td>4%</td>
</tr>
<tr>
<td>Other</td>
<td>7%</td>
</tr>
</tbody>
</table>

(n=201- Total)

S1 How many employees work in your organization or company, taking into account all units and locations? (Your best estimate is fine)

29. Which of the following best reflects your job title?
SCOPE OF THE PROBLEM
**Observed Workplace Issues**

<table>
<thead>
<tr>
<th>Issue</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Observed an Issue (NET)</td>
<td>80%</td>
</tr>
<tr>
<td>Use of Rx painkillers at work</td>
<td>59%</td>
</tr>
<tr>
<td>Positive drug tests result for prescription</td>
<td>41%</td>
</tr>
<tr>
<td>Absenteeism or missed work</td>
<td>41%</td>
</tr>
<tr>
<td>Family member affected</td>
<td>40%</td>
</tr>
<tr>
<td>Impaired/ decreased job performance</td>
<td>35%</td>
</tr>
<tr>
<td>Borrowing or selling Rx drugs at work</td>
<td>23%</td>
</tr>
<tr>
<td>Complaints to HR/ negative morale</td>
<td>19%</td>
</tr>
<tr>
<td>Near miss or injury related to Rx drug...</td>
<td>19%</td>
</tr>
<tr>
<td>Arrest (on/off job)</td>
<td>10%</td>
</tr>
<tr>
<td>Overdose</td>
<td>5%</td>
</tr>
<tr>
<td>None</td>
<td>20%</td>
</tr>
</tbody>
</table>

*(n=201 Total)*

6. Keeping in mind that all information will be kept strictly confidential, which of the following are you aware of having occurred in your workforce? Please include any occurrence, even if it is few in number.
5. Please rate your agreement with each of the following statements about the impact of prescription drugs on your organization. Misuse or abuse of prescription drugs is…?

- Justifiable reason to fire
  - Strongly: 39%
  - Somewhat: 37%
  - Total: 76%

- Bigger problem than illegal drugs
  - Strongly: 18%
  - Somewhat: 46%
  - Total: 64%

- Harming safety
  - Strongly: 14%
  - Somewhat: 32%
  - Total: 46%

- Moral/ethical failure
  - Strongly: 16%
  - Somewhat: 29%
  - Total: 45%

- Lowering productivity
  - Strongly: 12%
  - Somewhat: 32%
  - Total: 44%

- Is a problem
  - Strongly: 11%
  - Somewhat: 28%
  - Total: 39%

- Decreasing morale
  - Strongly: 5%
  - Somewhat: 26%
  - Total: 31%

- Causing near misses or injuries
  - Strongly: 6%
  - Somewhat: 24%
  - Total: 30%

- Making it hard to hire
  - Strongly: 6%
  - Somewhat: 23%
  - Total: 39%

- Increasing Worker’s Comp.
  - Strongly: 5%
  - Somewhat: 23%
  - Total: 28%

- Making it hard for keep
  - Strongly: 3%
  - Somewhat: 18%
  - Total: 21%

(n=201 - Total)

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3. How concerned are you about the likelihood of each of the following substances having an impact on your workforce?

- Alcohol: 89% concerned
  - Minor Concern: 54%
  - Major Concern: 35%
- Marijuana: 85% concerned
  - Minor Concern: 46%
  - Major Concern: 39%
- Anti-anxiety: 81% concerned
  - Minor Concern: 53%
  - Major Concern: 28%
- Opioid Painkillers: 79% concerned
  - Minor Concern: 46%
  - Major Concern: 33%
- Stimulants: 71% concerned
  - Minor Concern: 53%
  - Major Concern: 18%
- Heroin: 60% concerned
  - Minor Concern: 41%
  - Major Concern: 19%

(n=201 - Total)

ONLY ONE-THIRD EXPRESS MAJOR CONCERN ABOUT OPIOID PAINKILLERS.
BEHAVIORS OF INDIANA EMPLOYERS
FEW HAVE WRITTEN POLICIES COVERING USE OF RX DRUGS AT WORK

Topics Covered by Organizations Written Policy

- None of these: 5%
- Drug testing: 84%
- Employee use of drugs without a prescription: 60%
- Return to work policies for employees undergoing substance abuse treatment: 58%
- Employee use of prescription drugs at work: 53%
- Employee responsibility to notify supervisors of prescription drug usage: 48%
- Performance improvement plan for employees who have failed drug tests or whose performance has declined related to drug usage: 34%
- Unsure/Don’t know: 4%

(n=201 - Total)

10. Which of the following topics are specifically covered in your organization’s written policies?
### Substances Tested For

<table>
<thead>
<tr>
<th>Substance</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cannabinoids (Marijuana, THC)</td>
<td>93%</td>
</tr>
<tr>
<td>Opiates (Codeine, Morphine, Heroin)</td>
<td>91%</td>
</tr>
<tr>
<td>Amphetamines (including Methamphetamine) (Adderall, Ritalin, etc.)</td>
<td>91%</td>
</tr>
<tr>
<td>Cocaine</td>
<td>91%</td>
</tr>
<tr>
<td>Barbiturates (Seconal, phenobarbital, etc.)</td>
<td>77%</td>
</tr>
<tr>
<td>Benzodiazepines (Xanax, Ativan, Klonopin, Valium, etc.)</td>
<td>64%</td>
</tr>
<tr>
<td>Phencyclidine (PCP)</td>
<td>61%</td>
</tr>
<tr>
<td>Methadone</td>
<td>57%</td>
</tr>
<tr>
<td>Synthetic Opioids (Oxycodone, Hydrocodone, Dilaudid, Fentanyl, etc.)</td>
<td>52%</td>
</tr>
<tr>
<td>Methaqualone (Quaaludes)</td>
<td>43%</td>
</tr>
<tr>
<td>Propoxyphene</td>
<td>31%</td>
</tr>
<tr>
<td>Other</td>
<td>11%</td>
</tr>
<tr>
<td>Don’t Know/Not Sure</td>
<td>26%</td>
</tr>
</tbody>
</table>

*(n=174 - Require Drug Testing)*

22. What substances are tested for?
How confident are you that your Human Resources department, supervisors and employees can correctly identify behavior that is a warning sign of misuse or abuse of prescription medication?

(More than 60% are not confident that any employee set spot warning signs)

Can Identify Warning Signs

- HR: 38% Very Confident, 62% Not Confident
- Supervisors: 35% Very Confident, 65% Not Confident
- Employees: 26% Very Confident, 74% Not Confident

(n=201 - Total)

8. How confident are you that your Human Resources department, supervisors and employees can correctly identify behavior that is a warning sign of misuse or abuse of prescription medication?

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11. Does your organization currently offer training around workplace usage of prescription drugs?

- 29% train supervisors
- 13% also train employees

(n=201 Total)

National Safety Council & Indiana Attorney General Rx Drug Abuse Task Force
FOR ADDITIONAL INFORMATION, PLEASE CONTACT:

National Safety Council
(630) 775-2307

Indiana Attorney General
(317) 232-0168