



Everyone pays the price for addiction – including employers

Find out how much substance use is costing you – and what you can do to change it.

Employees who misuse or abuse prescription drugs have healthcare costs 3 times that of an average employee.

Since substance use disorders cost an estimated \$440 billion annually, odds are good you're paying part of that bill.

Whether it's your employee or a family member who has the addiction, your business pays for substance use disorder in any of the following ways:

- Missed work/absenteeism
- Increased health care costs
- Reduced productivity
- Turnover/employee replacement
- Disability and workman's compensation
- Lower morale for affected colleagues

All those costs add up, decreasing your profits. So, how do you learn how much substance use is costing your organization – and what can you do about it? That's where the Real Costs of Substance Use in Your Workforce Cost Calculator comes in.

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

Based on scientific evidence, Real Costs of Substance Use in Your Workforce is a practical, easy-to-use tool that shows you exactly what effect substance use disorder is having on your business, your corporate culture, and your bottom line.

Real Costs of Substance Use in Your Workforce helps you understand the average costs associated with substance use disorders and benefits of taking research-proven steps to help employees with substance use problems – while increasing the safety, health, and productivity of your workforce.

Learn more and access the tool at nsc.org/drugsatwork



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Take Action in Your Workplace

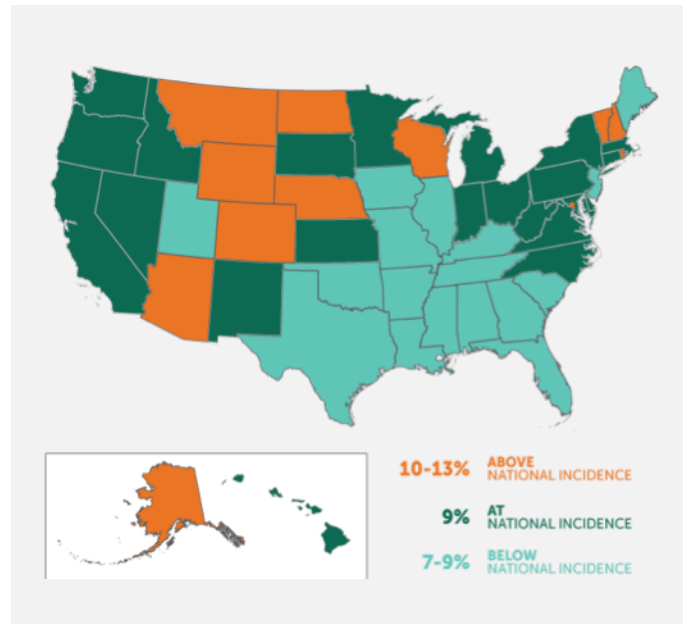
Employers can avoid significant costs if they can assist their employees in receiving treatment for a substance use disorder. While the savings vary by industry, the average one year cost avoidance for each employee who recovers from a substance use disorder is more than \$3,200.

State Level Prevalence of Substance Use

Prevalence is based on the three-year average of any substance use reported as part of the annual National Survey on Drug Use and Health from 2012 to 2014.

Recovery Friendly Workplace Programs Should Include Five Key Elements:

1. *A clear, written policy*
2. *Employee education/Stigma reduction*
3. *Supervisor training*
4. *Employee support programs/access to evidence-based treatment*
5. *Drug testing*



<p>What Employers Can Do</p> <p>Be proactive. Re-evaluate policies. Learn about the ways your workplace can become recovery friendly.</p>	<p>Learn About the Issue</p> <p>Educate yourself about the disease of addiction and its costs—both to society and to employers.</p>	<p>Update Your Workplace Program</p> <p>Ready to create a recovery friendly workplace? These simple, specific steps can help you get started.</p>
<p>Structure Benefits to Address Substance Use Disorder</p> <p>Optimize the medical insurance you offer to employees, and learn about cost-effective prevention and treatment options.</p>	<p>Employee Engagements</p> <p>Erase stigma and promote recovery by informing and empowering your employees.</p>	<p>Real Cost Methodology Paper</p> <p>Get a detailed description of the methods used to develop and implement the Substance Use Calculator for Businesses.</p>

Find more resources to support employers at <http://www.shatterproof.org/take-action-in-the-workplace>



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