

National Employer Survey 2019

Opioid Usage In The Workplace

A Research Report For The
National Safety Council



By B2B International
February 2019

B2B

International

a gyro: company

Methodology & Sample



Background & Methodology

Background

The National Safety Council (NSC) commissioned B2B International to conduct a survey with employers about their awareness of opioids-related issues, the impact of opioids on their organizations, as well as their processes and policies for dealing with it.

The findings provide a robust picture of how employers are reacting to the opioid epidemic, and the support they are looking for organizations like NSC to provide them with.

Sample

This report builds on 526 online interviews with three types of employer decision makers representing US employers with 50 or more employees:

- 1. HR Decision Makers:** Professionals who are involved in formulating employee / human resources policies affecting the recruitment, retention and well-being of the workforce.
- 2. Safety Professionals:** Mid/senior management level safety professionals, involved in workplace policies and initiatives surrounding risk management and safety protocols, inspection, training and/or monitoring.
- 3. Managers:** Mid/senior management level decision makers who may not be directly involved in HR or safety policy, but oversee, approve or sign-off initiatives, investments, training and workplace priorities.

All respondents are decision makers who are involved in, or ultimately responsible for, decisions about their workplace's strategy and policies with regards to: health and safety, healthcare benefits, employee policy and/or drug and alcohol policy.

Background & Methodology (continued)

Definitions

Survey participants are provided with the following definitions for use throughout the survey.

Legal opioid use: use of an opioid as prescribed, only by the person to whom it has been prescribed.

Illicit opioid use: any non-prescribed opioid use (e.g. use of non-prescribed opioid pain relievers, using ones prescribed to someone else, or illegal forms of opioids such as heroin).

Significance and Callouts

Overall responses throughout this report have a 4.2% margin of error at the industry-standard 95% confidence level.

Shading has been used to callout statistical significance or to highlight insights detailed in the press release.

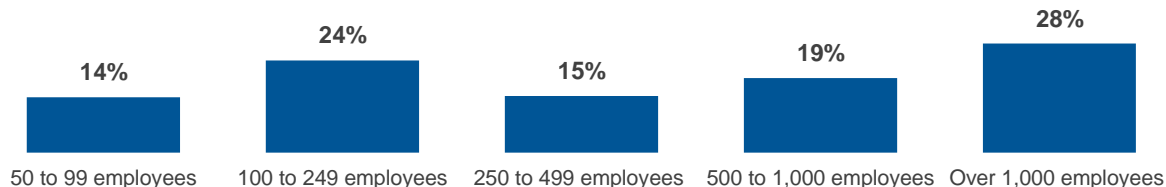
Profiling Respondents

Firmographics & Workforce

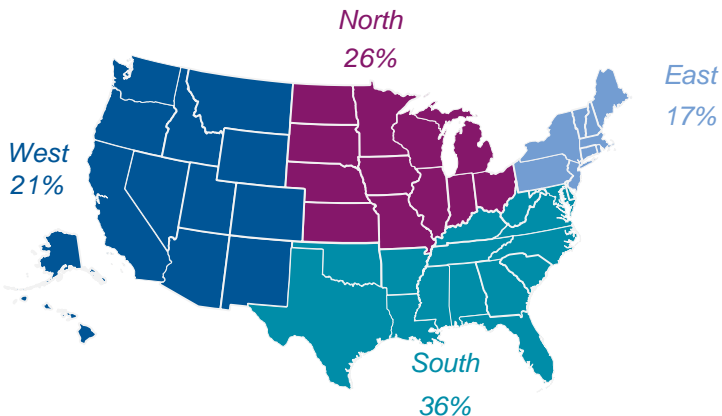
526

Employers with decision making authority about opioid-related issues/policies.

Organization Size



Region



Industry

Industrial (Manufacturing (21%), Construction (11%), Transportation & Warehousing (7%), Utilities (5%), Mining & Oil & Gas Extraction (2%))	45%
Public & Social Services (Health Care & Social Assistance (10%), Education (7%), Public Administration (6%), Accommodation & Food Services (2%))	24%
Professional Services (Prof., Scientific & - Technical Services (8%), IT (4%), Finance & Insurance (3%), Real Estate (2%), Telecommunications (1%))	18%
Retail & Wholesale (Retail Trade (3%), Wholesale Trade (2%))	6%
Other (Agriculture (2%), Waste (2%), Non-Profit (2%), Arts, Entertainment & Recreation (1%), Building Services (1%))	7%

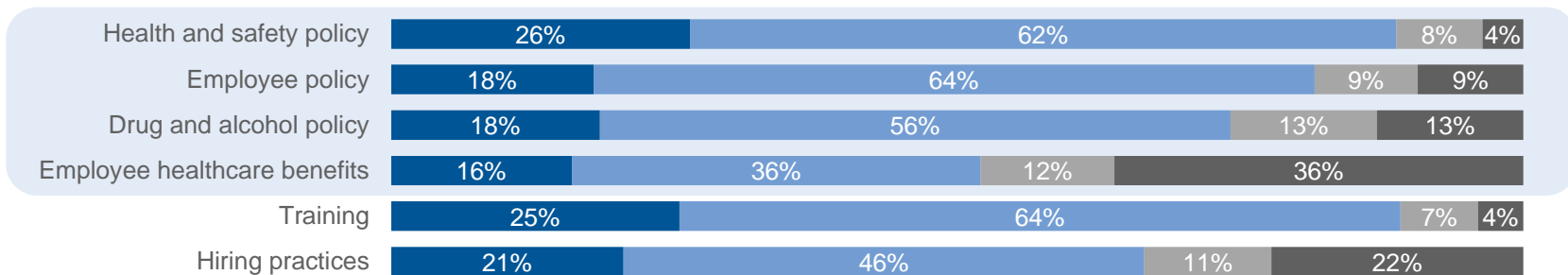


Profiling Respondents

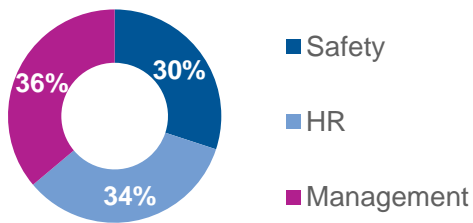
Professional Profile

Professional Responsibilities

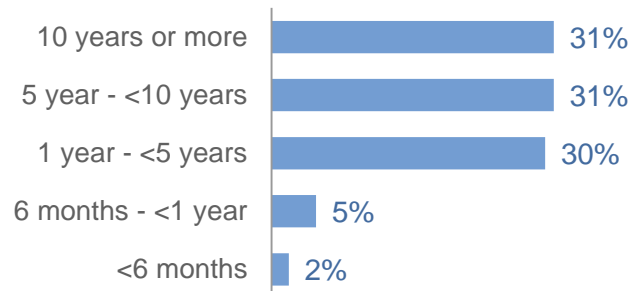
■ Have Final Say
 ■ Involved in Decision
 ■ Administrative Involvement
 ■ Not Involved



Job Function



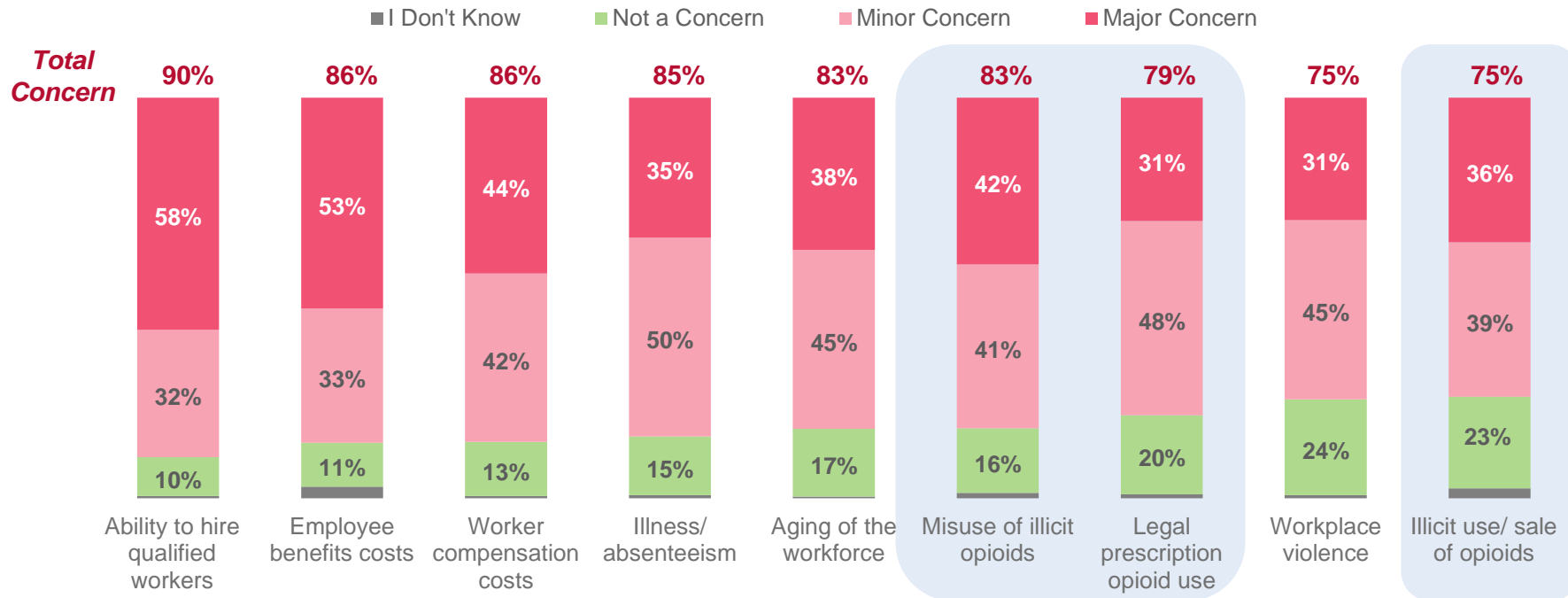
Years In Role



Employer Concerns & Priorities



Employer Workplace Concerns



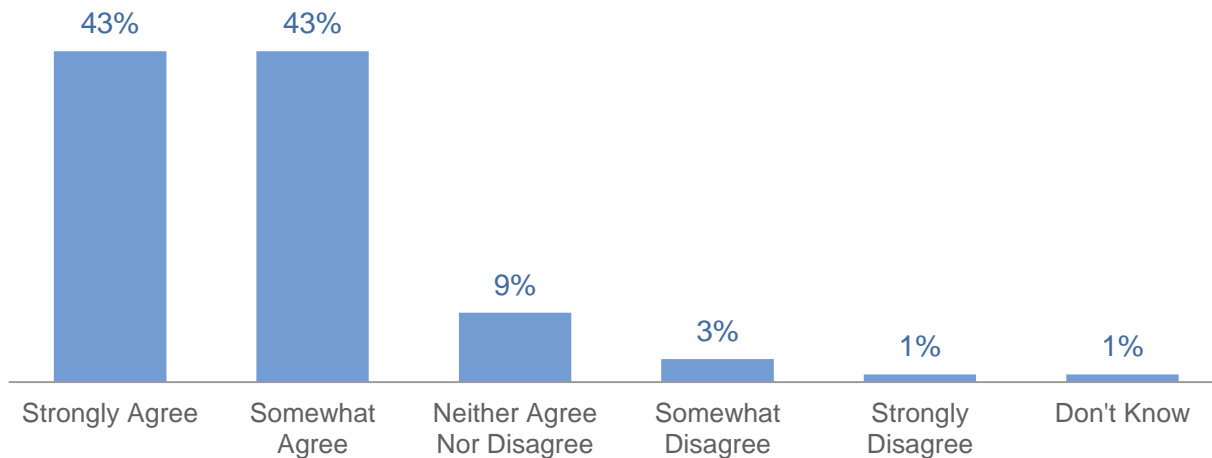
Base: 526
All Respondents

Q6. How concerned are you about the impact each of the following issues have on your organization?



Opioids Are Seen as Impacting Job Performance

Opioids taken as prescribed **can impair job performance**



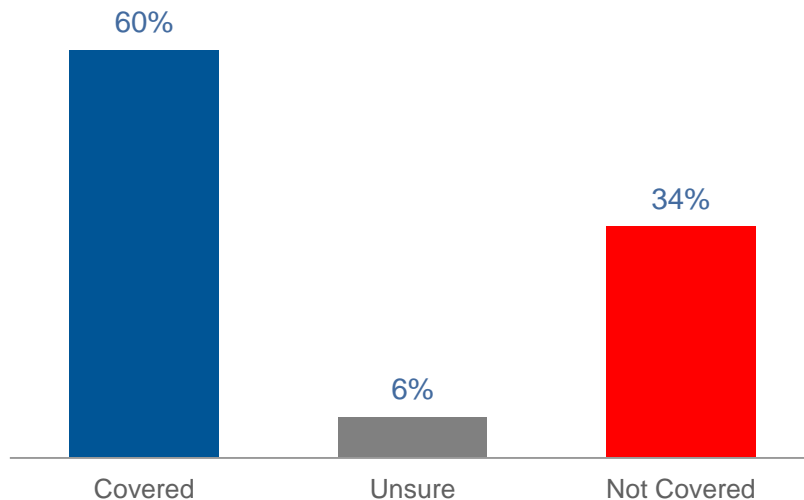
Q7. Please rate your level of agreement with the following statement.

Base: 526
All Respondents



Notification of Prescription Opioid Use is Not Always Required

Employee responsibility to **notify** of legal prescription opioid use



Q14. Which of the following topics are specifically covered in your organization's written policies?

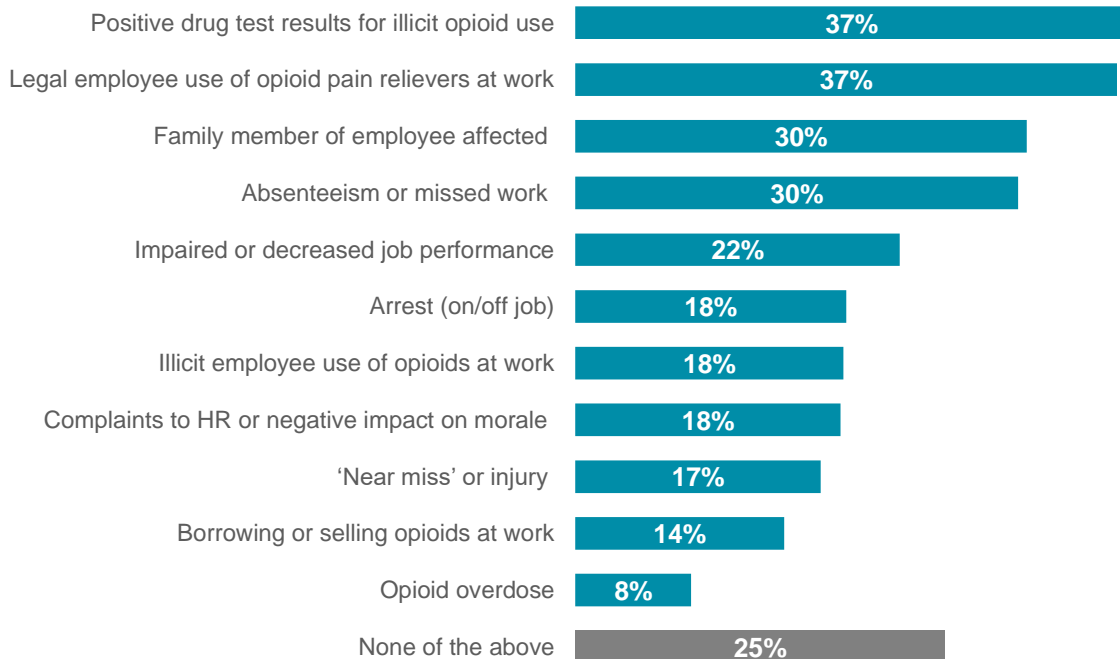
Base: 178
HR Only



Workplace Incidents Related To Opioid Usage

Three Quarters Of Employers Have Experienced The Effects Of Opioid Usage

Incidents Experienced Due To Opioid Usage ...



Facts about the impact of opioids on US Employers

75%

... have been affected in some way by employee use of opioids

38%

... have experienced absenteeism or impaired worker performance

31%

... have experienced a near-miss/injury, overdose or arrest

Base: 526

All Respondents

Q11. Which of the following are you aware of having occurred in your workforce? All information is kept strictly confidential.

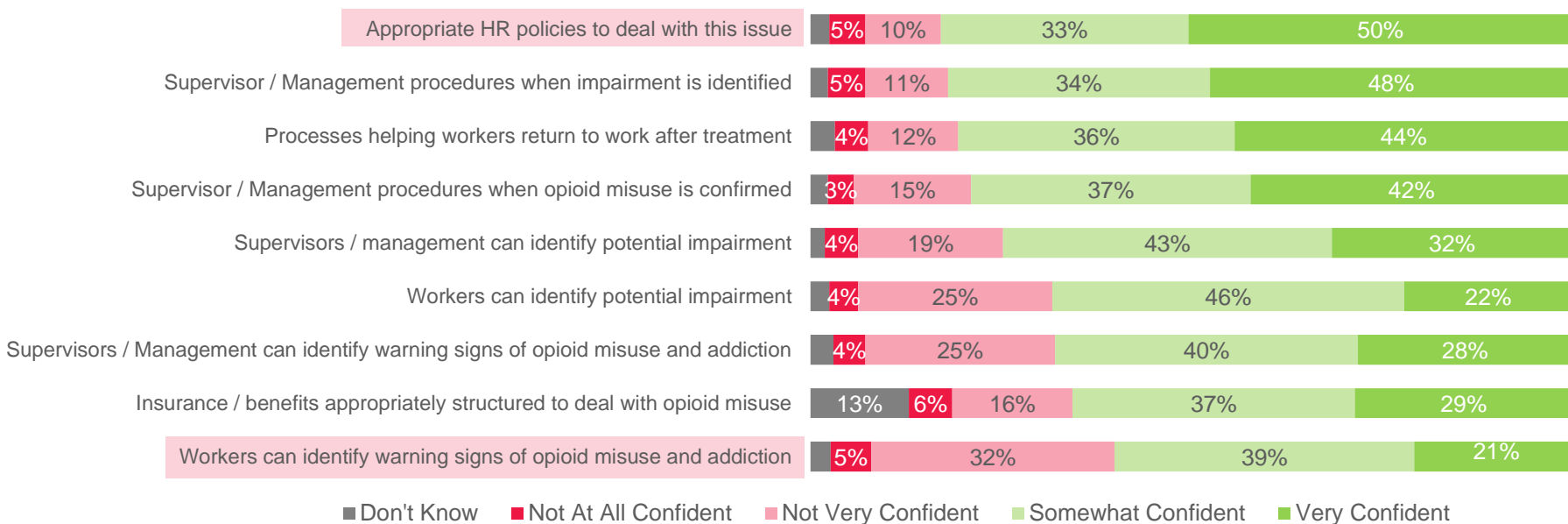


Preparedness & Policy



Confidence In Opioid Usage Workplace Procedures & Policies

Employers Are Not Fully Confident In The Ability Of Employees To Identify Misuse



Base: 526
All Respondents

Q12. How confident are you in the following statements about your workplace regarding opioid use?



Response To Substance Misuse



Ignore the problem	10%	9%	5%	4%	14%	4%	3%	2%	1%
Return them to position after treatment	41%	39%	39%	44%	27%	31%	25%	25%	22%
Ensure they are carefully monitored for rest of employment	31%	31%	26%	24%	27%	16%	17%	15%	17%
Relocate to position of lesser responsibility	9%	8%	8%	5%	7%	6%	6%	4%	5%
Dismiss them	9%	13%	21%	23%	24%	43%	49%	54%	55%

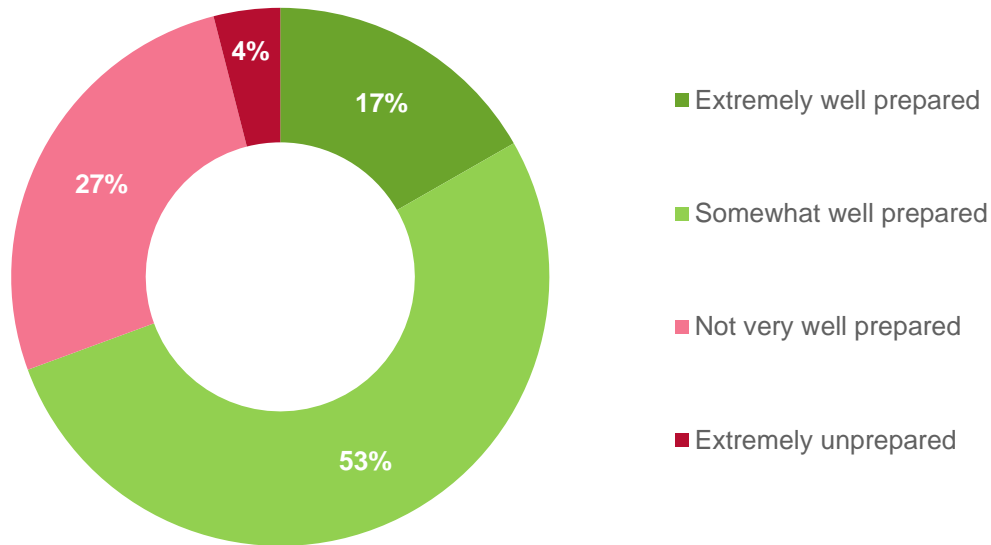
Significance is statistically tested by column comparison

 Significantly higher Significantly lower

Base: 526
All Respondents

Q13. Which of the following would you say best reflects your organization's approach to an employee who is found to be misusing...?

Employer Preparedness To Deal With Opioid Use in the Workplace



Base: 526
All Respondents

Q30. How well prepared do you think your organization is when dealing with opioid use in the workplace?

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