

Volume

1

MENTAL HEALTH & ADDICTION SERVICES

Industry Support Program

August 2012

SUN COUNTRY HEALTH REGION

Industry Support Program

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What is the Industry Support Program?

The Industry Support Program exists to support the promotion of a safe work environment within local industry. We seek to work in partnership with regional industry employers to help in addressing and preventing substance abuse related issues in the workplace. This is done through the development and delivery of educational materials and presentations especially catered to industry workers and employers.

The program is readily available to employers who would like someone to conduct an on-site presentation surrounding substance abuse. The Industry Support Program can also assist in finding the right referral. You are welcome to contact us to answer any questions you may have about the Industry Support Program or about services available throughout the health Region and beyond.

What is Substance Abuse?

“Substance Abuse” is a pattern of substance use that causes one to experience harmful consequences.

Signs of a pattern:

- 1.) Repeatedly failing to meet personal, social and work obligations.
- 2.) Engaging in high risk activities, such as driving home while intoxicated.
- 3.) Having legal troubles related to substance use.
- 4.) Continuing to use despite family problems.

What is Addiction?

“Addiction” can be defined as a persistent and compulsive dependence on a behaviour or substance.

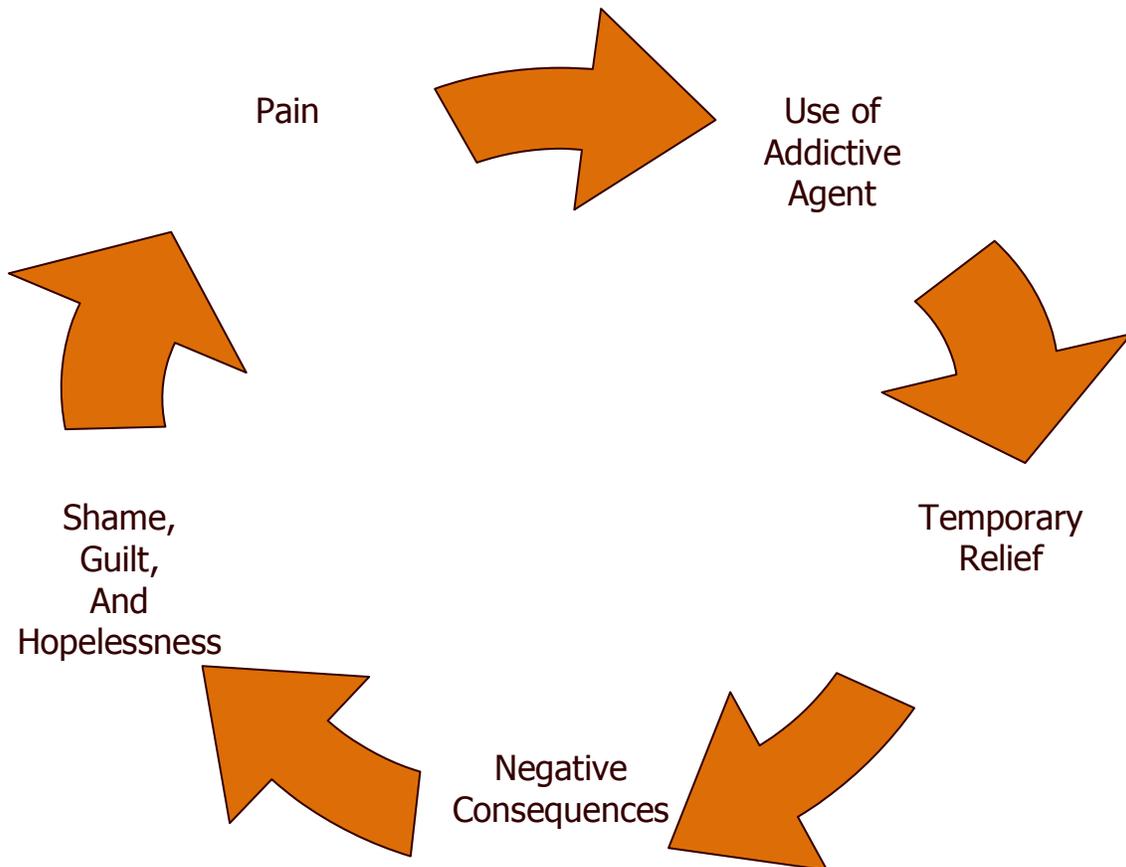
Addiction is characterized by the following factors:

- 1.) Tolerance - a need for progressively greater amounts of a drug to reach intoxication.
- 2.) Withdrawal - experiencing mental or physical symptoms after stopping drug use.
- 3.) Cravings - having strong urges to use.
- 4.) Loss of Control - using even though decided not to, or using more than originally intended.
- 5.) Neglect of Other Activities - substance use takes away from time spent on other activities as one spends a lot of time acquiring and using drugs.
- 6.) Use Despite Adverse Effects - continued use despite problems to health, family, finances, etc.



The Cycle of Addiction

This chart demonstrates the cycle of addiction. Initially, substance use alleviates pain and stress, however addictive use creates further negative consequences leading the addicted individual to use further.



Common Reasons People Use Drugs:

- Peer pressure
- Pleasure
- Curiosity or experimentation
- Boredom
- Low self-esteem
- Coping with stress
- Escapism
- Rebellion
- Mental illness
- Injury (Medication for pain)

Substance Abuse and the Workplace

Substance use issues are a leading cause of performance problems or impairment on the job (along with stress, fatigue and illness). Substance abuse can impact the workplace in several ways. Here are some of the effects of substance abuse on the workplace:

- Hangover or withdrawal affecting job performance.
- Absenteeism, illness, and/or reduced productivity.
- Workplace injuries caused directly or indirectly by someone's substance use.
- Preoccupation with obtaining and using substances while at work, which interferes with attention and concentration.
- Illegal activities at work including selling illicit drugs.
- Psychological or stress related effects due to substance abuse by a family member, friend or co-worker that affects the individual's job performance.



Quick Facts

In Canada in 2002 alcohol related harms associated with loss of productivity due to illness and premature death, direct health care, and law enforcement totaled **\$14.6 billion**.

Substance Abuse Affects

Family and Friends

Friends and family of a substance abuser are often faced with just as much daily difficulty as the substance abuser. Quite often the effects of a loved one's substance abuse can carry over into an individual's work day:

- An unstable home environment can create stress and be emotionally exhausting.
- Financial difficulties are common place due to the financial cost of substance abuse and the consequences that arise from it.
- The substance abuser may become progressively aggressive or abusive towards loved ones
- Friends and family may be abandoned by the substance abuser due to substance abuse taking priority or imprisonment due to substance abuse.

Signs and Symptoms of Substance

Abuse:

There are many signs that may indicate a co worker or an employee has a problem with substance abuse.

Leave and Attendance Signs:

- 1.) Unexplained or unauthorized absences from work
- 2.) Frequent tardiness
- 3.) Excessive use of sick leave
- 4.) Patterns of absence such as the day after payday, frequent Monday/Friday absences
- 5.) Frequent unplanned absences due to "emergencies"
- 6.) The employee may also be absent from his or her duty station without explanation or permission for significant periods of time

Performance Signs:

- 1.) Frequent missed deadlines
- 2.) Careless or sloppy work or incomplete assignments
- 3.) Production quotas not met
- 4.) Many excuses for incomplete assignments or missed deadlines
- 5.) Faulty analysis

Relationships at Work:

- 1.) Relationships with co-workers may become strained
- 2.) The employee may be belligerent, argumentative, or short-tempered, especially in the mornings or after weekends or holidays
- 3.) The employee may become a "loner"
- 4.) The employee may also have noticeable financial problems evidenced by borrowing money from other employees or receiving phone calls at work from creditors or collection companies

Behaviour at Work:

- 1.) The smell of alcohol, marijuana, etc.
- 2.) Staggering or unsteady gait
- 3.) Bloodshot eyes or dilated pupils
- 4.) Sudden mood and behaviour changes
- 5.) Excessive use of scented products
- 6.) Avoidance of supervisory contact
- 7.) “Zoning Out” often
- 8.) Tremors
- 9.) Sleeping on duty
- 10.) Constant sniffing or coughing

Drugs

The next section details various drugs and their effects. Obviously it would be beyond the scope of this booklet to identify and detail all of the drugs available today. Instead, the following information will focus on the more popular drugs in the Sun Country Health region.

Types of Drugs Seen in the Health Region:

- Alcohol
- Cannabis
- Cocaine (Powder)
- Ecstasy
- Ketamine
- Methamphetamine
- Morphine
- Steroids
- Prescription Drugs

1.) Alcohol

- Is a central nervous system depressant.
- It basically puts different body parts to sleep.
- Most abused drug in Canadian society.

Alcohol Consumption:

- Goes into the mouth
- Down the throat
- Goes to the stomach (20 percent absorbed to bloodstream)
- Bloodstream carries alcohol to the rest of the body
- 80 % not absorbed goes to the liver
- Most of it is broken down into carbon dioxide and water
- Carbon dioxide is passed out through the lungs
- Water is passed out by the kidneys



The Impairments Caused by Alcohol:

- Reasoning and judgement impacted
- Inhibitions lowered
- Memory is affected
- Impaired vision and hearing
- Slurred speech
- Muscular coordination affected
- Consciousness affected, sometimes black out if too much consumed
- In serious cases, alcohol poisoning resulting in death

2.) Cannabis

- Green/brown tobacco like substance.
- Active ingredient in Cannabis called “THC”.
- A large variety of chemicals found in Cannabis.
- A controlled substance in Canada.

Street Names: Pot, Grass, Herb, Weed, Mary Jane, Reefer, Skunk, Boom, Gangster, Kif, Chronic, Ganja (street names differ by location).

Cannabis Consumption:

- Usually smoked, rolled into a cigarette called a joint or smoked through a pipe/bong
- Lungs absorb marijuana smoke and send chemicals to several parts of the body
- Once chemicals in bloodstream, they reach the brain quickly and begin to alter brain functioning



The Impairments Caused by Cannabis:

- High lasts about 3 hours
- Feelings of peace and relaxation
- Dilated pupils and “red eyes”
- Elevated mood and reduced stress
- Enhances sensory experience
- Used as an anti-inflammatory and a painkiller
- Impaired concentration
- Short-term memory loss
- Increase in appetite
- Some people experience hallucinations, anxiety and depression

- A few experience panic, paranoia or an increase in pre-existing psychiatric symptoms
- THC is fat soluble so is detectable in the body for around 10 to 13 days through a urine test, and some people have reported detection after longer periods of abstinence.



Quick Facts

THC content in marijuana has purportedly increased over the years and can be as high as **35 percent**. The higher the THC content in the marijuana, the more intense the high is for the user.

3.) Cocaine

- An odorless, white crystal powder.
- A very powerful central nervous system stimulant.
- Crack cocaine is made by cooking cocaine powder with baking soda, then breaking it into small pieces called crack rocks.

Street Names: Angie, Blow, C, Charlie, Coke, Freebase, Hard, Henry, Nose Candy, Rack, Snow, Stardust (street names differ by location).

Cocaine Consumption:

- Can be smoked, snorted and injected
- Affects the brain and the production of particular chemicals that are responsible for motivation, reward, mood, appetite, anger, blood pressure,
- body temperature, heart rate, fight or flight response, and more
- The high experienced can peak in 15 to 20 minutes

The Impairments Caused by Cocaine:

Short term:

- Enlarged pupils, dry mouth, stuffy nose
- More energy, alertness
- Less of a need to sleep
- Increased blood pressure/breathing
- Feelings of euphoria
- Reduced appetite
- Increased heart rate



High doses:

- Anxiety, blurred vision
- Hearing or seeing things that are not there
- Muscle spasms
- Unpredictable or violent behaviour
- Headache
- Chest Pain
- Fever
- Nausea

Single High Dose:

Can contribute to seizures, death, stroke, heart attack or breathing problems

Long Term Use:

- Chapped skin under nose and damage inside nose – snorted
- Throat or lung irritations – smoked
- Problems experiencing pleasure
- Headaches
- Male sexual dysfunction
- Memory and attention problems
- Tooth decay
- Weakened immune system
- Heart problems or strokes

Crack provides a quicker and more intense high, therefore effects are more potent

4.) Ecstasy (MDMA)

- MDMA is both a stimulant and a hallucinogen.
- Synthetic and psychoactive drug.
- street drug only made in illegal labs.
- Usually stamped with a logo, however never a guarantee on purity of drug or if drug is even in the pill.

Street Names: E, Adam, AKA, Euphoria, Hug Drug, M, M&M, Rave, X, XTC, The Love Drug, The Party Pill, Hug, Beans, Clarity Lover's (street names differ by location).

Ecstasy Consumption:

- Usually taken by swallowing a pill, tablet or capsule
- Can be crushed and snorted, smoked, or injected intravenously
- Usually takes about an hour to feel the high
- The high experienced can last 3 to 6 hours



The Impairments Caused by Ecstasy:

Short term Effects:

- Minor stress
- Higher blood pressure and heart rate
- Tightened jaw muscles
- Feelings of pleasure
- Moist skin and dry mouth
- Happiness and relaxation
- Higher self confidence and energy
- Lowered inhibitions

Long Term Effects:

- Feeling dehydrated
- Feeling weak, moody and angry
- Long term use can damage serotonin production, which is responsible for mood, pain perception, sleep, appetite and emotions

**Quick Facts**

There is no guarantee that the drug MDMA is in ecstasy pills that are purchased from street dealers. The pills can contain almost anything, and have been known to contain cornstarch, soaps, and detergents, or may contain other drugs like, caffeine, ephedrine, methamphetamine, LSD, PCP, ketamine.

5.) Ketamine

- It is usually a clear liquid but can be a white to off white powder.
- Used by veterinarians often but also can be used in human surgeries.
- Is a dissociative anesthetic.

Street Names: Big K, Blind, Breakfast Cereal, Cat Tranquillizers, Horsey, P, K, Keller, Ket, Ketty, Kit-Kat, K-rod, Lady K, Special K, Super K, Vitamin K Squid, Wonk (street names differ by location).

Ketamine Consumption:

- Can be snorted, smoked, swallowed or injected
- Snorting small amounts is known as doing “bumps”, this gradual dosing creates a high that usually lasts about an hour

The Impairments Caused by Ketamine:

- Distorts perception of sight and sound
- Produces feelings of detachment from the environment and the self
- In high doses:
 - impaired motor function
 - high blood pressure
 - potentially fatal respiratory problems



6.) Crystal Methamphetamine

- Can be in powder, crystal or tablet form.
- Comes in different colors and flavours.
- Powerful central nervous system stimulant.
- Often used for weight loss, although weight loss effects only temporary.

Street Names: Batu, Biker's Coffee, Black Beauties, Blade, Chalk, Chicken Feed, Crank, Cristy, Crystal, Crystal Glass, Crystal Meth, Go-Fast, Hanyak, Meth, Ice, Hot Ice (street names differ by location).

Crystal Methamphetamine Consumption:

- Can be snorted, smoked, swallowed in table form or injected
- Pills take 15 to 20 minutes to take affect, absorbed rapidly when consumed in other ways
- The effects can last 12 hours, and sometimes even 24 hours.



The Impairments Caused by Crystal Methamphetamine:

Short term effects:

- Loss of appetite
- Increased heart rate, blood pressure, body temperature
- Disturbed sleep
- Nausea
- Bizarre, erratic sometimes violent behaviour.
- Hallucinations
- Hyperexcitability
- Panic and psychosis
- Convulsions, seizures and death

Long term effects:

- Damage to blood vessels of heart and brain
- High blood pressure leading to heart attacks, strokes and death
- Liver kidney and lung damage
- Destruction of tissues in nose if sniffed
- Respiratory (breathing) problems if smoked
- Infectious diseases and abscesses if injected
- Malnutrition and weight loss
- Severe tooth decay
- Disorientation, apathy, confusion and exhaustion
- Strong psychological dependence
- Psychosis and depression
- Damage to the brain similar to Alzheimer's disease, strokes and epilepsy

Prescription Drugs

There are people who have become regular drug abusers first through abusing prescription drugs. Some might be prescribed medication for pain due to an injury and find themselves experiencing severe withdrawal symptoms when trying to quit taking the medication. Here are some types of prescription drugs:

■ Opioids – (pain)

- Highly addictive
- Mixed with alcohol and other drugs can depress respiration
- Examples: Oxycodone, Codeine, Morphine, etc.

■ CNS Depressants – (anxiety, sleep)

- Severe withdrawal symptoms (seizures)
- As above, mixed with alcohol and other drugs can depress respiration
- Examples: Valium, Prozac, Paxil, Xanax, etc.

■ CNS Stimulants – (ADHD, Narcolepsy)

- Psychosis, seizures and cardiovascular complications
- Highly Addictive
- Examples: Ritalin, Desoxyn, Nicotine, etc.

Anxiety Medications

This includes drugs such as Ativan, Xanax and Valium. These drugs affect the brain in a similar way as Cannabis and Heroine. These drugs increase dopamine levels in the brain, and increased dopamine levels can put an individual at higher risk of addictive behaviour. Furthermore, anti-anxiety medications can accumulate in the body, which increases the risk of an accidental overdose

Depression Medications

These drugs are often referred to as “anti-depressants”. Some increase serotonin levels in the brain, which is a chemical responsible for the regulation of learning, mood, sleep and vasoconstriction (constriction of blood vessels). Experts say serotonin also might have a role in anxiety, migraines, vomiting and appetite.

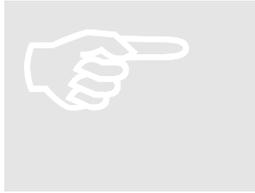
Some antidepressants can be addictive. Many people who take them for long periods of time find it difficult to quit, especially if they were taking high doses. There is also evidence to suggest that antidepressants increase the risk of suicide for young adults aged 18 to 25.

Synergistic Effects of Drugs

- **Synergistic** is the capacity of two or more drugs acting together. The total effect of these drugs is greater than the sum of the effects if taken independently.
- Basically, 1+1 does not always equal 2 when taking drugs. Sometimes when combining drugs the effects of both drugs are increased.

Mental Health and Drugs

- Mental health issues co-existing with substance abuse problems present specific challenges.
- Quite often symptoms associated with mental health disorders will increase in frequency and intensity if specific drugs are taken.



Quick Facts

Between 40-60% of individuals with severe mental illness will develop a substance abuse problem at some point during their lives. Quite often drugs are used to cope with symptoms but have the opposite affect making symptoms worse.

What About Gambling?

Problem gambling is an example of a behavioural addiction. The following is a list of signs that may accompany problem gambling.

- 1.) Preoccupation with gambling (constantly thinking about and planning to gamble).
- 2.) Needing to gamble with increasing amounts of money in order to achieve the thrill.
- 3.) Repeated unsuccessful efforts to control, cut back, or stop gambling.
- 4.) Feeling restless or irritable when attempting to cut down or stop gambling.
- 5.) Gambling as a way of escaping from problems or of relieving moods.
- 6.) After losing money gambling, returning to get even (“chasing” one’s losses).
- 7.) Lying to family members, therapists, or others to conceal the extent of involvement with gambling.
- 8.) Committing illegal acts such as forgery, fraud, theft, or embezzlement to finance gambling.
- 9.) Jeopardizing or losing a significant relationship, job, or educational or career opportunity because of gambling.
- 10.) Relying on others to provide money to relieve a desperate financial situation caused by gambling.

What Kind of Help is There?

- Counselling Services
- Detox Centres
- Inpatient treatment centers
- Third party referrals
- Support groups such as A.A., N.A.
- Self-help literature
- Employer Support Programs
- Supportive friends and family

The Sun Country Health Region has Addiction Services outpatient programs in Estevan, Weyburn and Kipling. Addiction Services can help you find the right referral if you are unsure where to turn for help. There are several addiction programs throughout the province.

Addiction Services also provides services to people seeking help to cope with the substance abuse of a loved one.

The following page has a contact list with important numbers if you are looking for addiction help.



Contact List

Sun Country Addiction Services:

Weyburn and Area	842-8693
Kipling and Area	736-2363
Estevan and Area	637-2422

Saskatchewan Inpatient Treatment:

- Angus Campbell Centre (Moose Jaw, fee for service)	693-5977
- Calder Centre (Saskatoon)	655-4500
- Métis Addictions Council of Saskatchewan Inc. (Regina)	352-9601
- Pine Lodge (Indian Head)	695-2251

Saskatchewan Detox Centres:

- Angus Campbell Centre (Moose Jaw, fee for service)	693-5977
- Moose Jaw (Wakamow Manor)	694-4030
- Regina Detox	766-6622
- Saskatoon Brief/Social Detox	655-4195

Other Services:

- Alcoholics Anonymous:			
Carlyle	455-2787	Coronach	642-5884
Estevan	634-9130	Kipling	538-4405
Lampman	487-3232	Oxbow	483-2422
Wawota	735-2427	Weyburn	842-2334
- Narcotics Anonymous:		306-757-6600	

Further Reading

Addictions Foundation of Manitoba:

<http://www.afm.mb.ca/>

Atlantic Canada Council on Addiction – *Problematic Substance Use That Impact the Workplace; A Step-by-Step Guide & Toolkit to Addressing it in Your Business/Organization*:

http://www.health.gov.nl.ca/health/publications/addiction_substance_abuse_workplace_toolkit.pdf

Canadian Centre for Occupational Health and Safety – *Substance Abuse in the Workplace*:

<http://www.ccohs.ca/oshanswers/psychosocial/substance.html>

Canadian Centre on Substance Abuse:

<http://www.ccsa.ca>

Health Canada – *Drug and Alcohol Use Statistics*:

<http://www.hc-sc.gc.ca/hc-ps/drugs-drogués/stat/index-eng.php>

International Association of Oil & Gas Producers – *Substance Abuse; Guidelines for Management*:

<http://www.ogp.org.uk/pubs/306.pdf>

Sun Country Addiction Services:

<http://www.suncountry.sk.ca/service/7/88/addictions-services.html>

