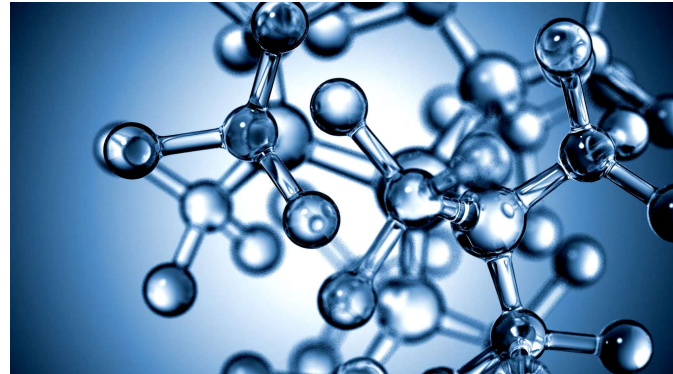


# World Progress and Challenges of Drug Free Workplace Program

GREEN CRESECENT  
MALAYSIA



# INTRODUCTION

- + Substance (drugs and/or alcohol) misuse or abuse is an occupational safety and health hazard when it affects the worker's:
  - + – judgment, coordination, motor control, concentration; or alertness
- + as these can lead to injury not only to the worker but also to the others at the workplace as well as potential damage to the asset and environment.

# OCCUPATIONAL SAFETY AND HEALTH ACT 1994

- + Every employer and self-employed person is to ensure as far as practicable, the safety, health and welfare at work of his employees - **Section 15(2)**. Substance misuse/abuse can pose major risks to employees' safety, health and welfare.
- + Employees under **Section 24(1)** are required to take reasonable care in safety of himself/herself and other persons who may be affected by his actions or omissions at work. (Substance misuse/abuse are such risk factors.)

# MALAYSIA'S LAW RELATED TO DRUGS

- + **Dangerous Drugs Act 1952**
- + **Poisons Act 1952**
- + **Drug Dependents (Treatment and Rehabilitation Act) 1983**
- + **Dangerous Drugs (Special Preventive Measures) Act 1985**
- + **Dangerous Drugs (Forfeiture of Property) Act 1988**

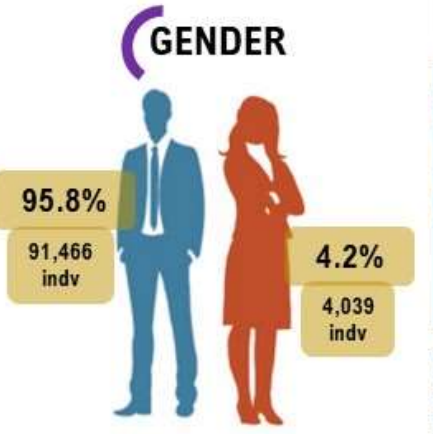
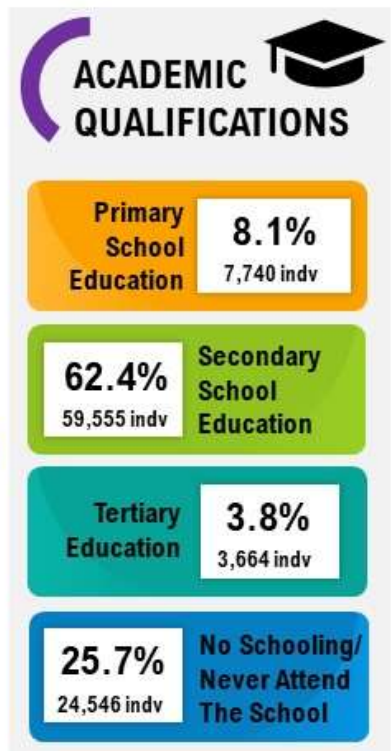
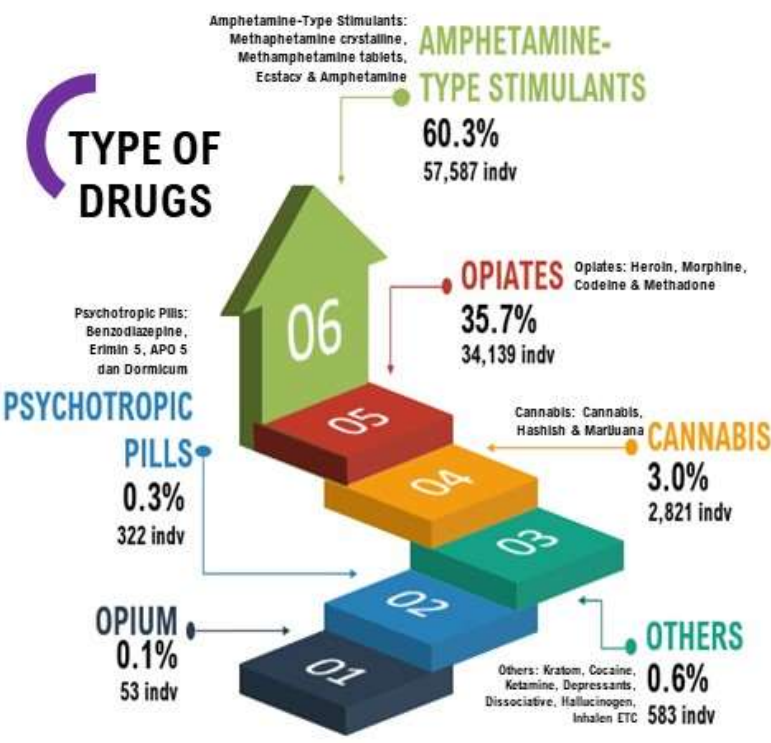
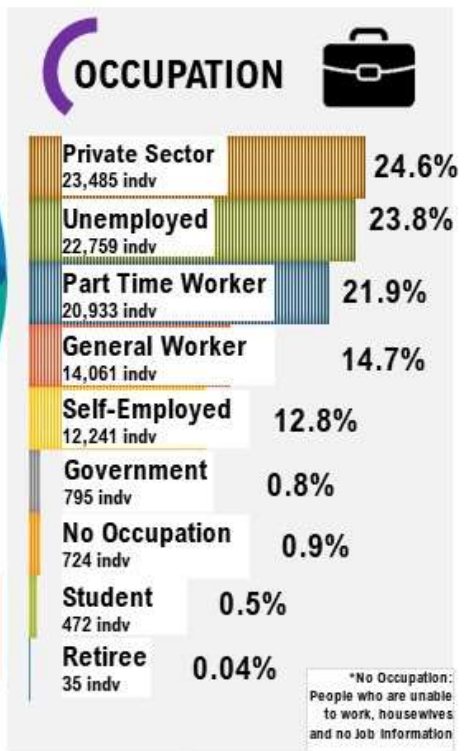


## IMPACTS OF SUBSTANCE ABUSE TO WORKPLACE

- + Safety is compromised
- + Security is threatened
- + Productivity diminishes
- + Quality control lapses
- + Frequent clinic visits
- + Higher sickness absences
- + Higher overall production cost

# Drug & Substance Abusers and Addicts for January to June 2020<sup>P</sup>

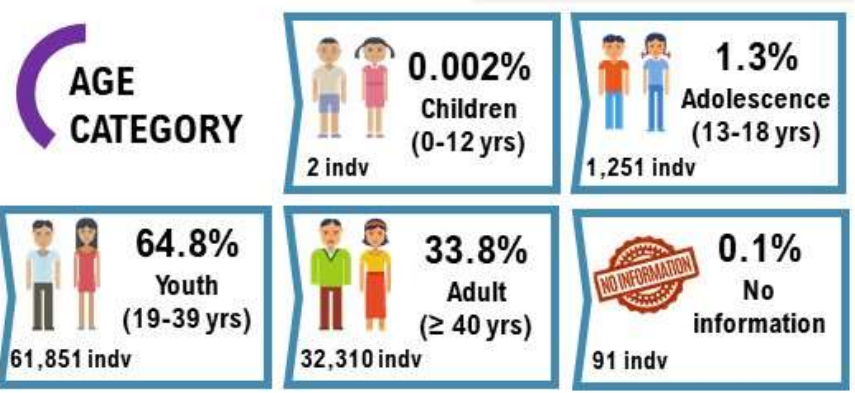
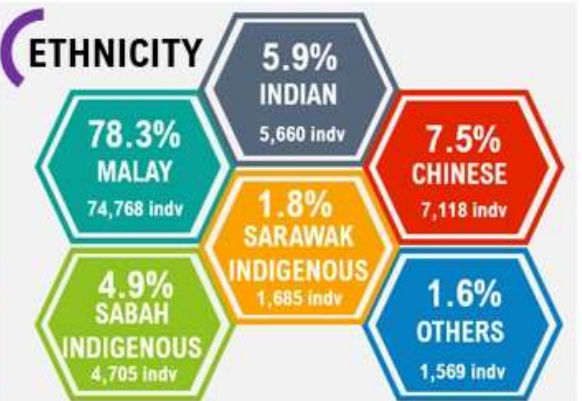
**Number of Drug & Substance Abusers and Addicts**  
95,505 indv



**NOTES:**

- ❖ P : Preliminary Data
- ❖ Indv: Individual
- ❖ Yrs: Years
- ❖ Data Source: NADA, RMP, MOH & PDRC

**Issued By:**  
Policy, Planning and Research Division





# MANAGEMENT T commitment and leadership to work towards a drug-free workplace;

**DRUG-FREE** workplace policy and committee to operationalise the activities of a drug-free workplace programme;

**EMPLOYEE** education and awareness programme on the dangers of drug abuse and why the workforce should be free of drugs;

**DRUG** screening to detect drug abuse at workplaces;

**TREATMENT** referral to enable employers to assist employees. Drug users should be given help, counselling, treatment and rehabilitation, instead of dismissing them and making them a threat to the community; and,

**CORPORATE** sector involvement to provide sponsorship to help credible non-governmental organisations in carrying out sustained anti-drug campaigns at the community level.

# DFWP REQUIREMENTS

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Substance Misuse/Abuse Policy.

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Organization, roles and responsibilities.

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Resources - personnel, equipment, laboratories.

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Substance misuse testing process and procedures.

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Substance misuse search process and procedures.

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Policy and programme made known to all employees.

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Training for the personnel managing the programme.

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Treatment and Rehabilitation.

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Consequence management, i.e. penalties for non- conformance.



# NGO CONTRIBUTION ON DFWP



ADVOCATE



TREATMENT



COMMUNITY

# CHALLENGES OF DFWP

Whether the testing would be proportionate to the risk;

Employees' right to privacy;

Obligation under the *Personal Data Protection Act 2010*

Reliability of drug test results;

The procedure for challenging test results;

How to deal with employees who test positive



**THANK YOU**