



new leaf health



Substance Misuse and Addiction





CEMEX's Drugs and Alcohol Policy is designed to promote a culture in which drug and alcohol abuse is discouraged. It is intended to ensure that use of either drugs or alcohol does not result in risks to the health and safety of individuals, their colleagues, customers or the public, or impair the safe and efficient running of the organisation.

Both drugs and alcohol can impair an individual's judgement, make them over-confident and more likely to take risks. This is in addition to poor co-ordination, erratic behaviour, aggression and blurred vision – all side effects of drugs and alcohol.

CEMEX are committed to support and offer assistance with the rehabilitation of employees who may have a problem with drug or alcohol addiction and are prepared to commit to appropriate treatment. We ask that employees come forward if they believe they may have drug or alcohol addiction, and encourage people to step in and support colleagues or family members in seeking help where they believe they may have an issue.

If an employee thinks they have, or are developing, an alcohol or drug related problem they should inform their line Manager or Supervisor, or ring the confidential Employee Support Line, at the earliest opportunity. The Company promises to maintain the strictest confidentiality when dealing with individuals, within the limits of what is practicable.

This booklet, developed in collaboration with New Leaf Health, offers advice and information about addictions, not only drugs and alcohol, but also about smoking. It raises awareness about the effects of addictions, information how to give up and organisations that can provide help and additional advice.

Substance Misuse and Addiction

What causes addictions?

There are lots of reasons why addictions begin. In the case of drugs, alcohol and nicotine, these substances affect the way you feel, both physically and mentally. These feelings can be enjoyable and create a powerful urge to use the substances again.

Gambling may result in a similar mental "high" after a win, followed by a strong urge to try again and recreate that feeling. This can develop into a habit that becomes very hard to stop.

Being addicted to something means that not having it causes withdrawal symptoms, or a "come down". Because this can be unpleasant, it's easier to carry on having or doing what you crave, and so the cycle continues.

Often, an addiction gets out of control because you need more and more to satisfy a craving and achieve the "high".

Free, confidential advice and counselling is also available via our Lifestyle Support Employee Assistant Programme.
www.lifestyle-support.co.uk

How addictions can affect you

The strain of managing an addiction can seriously damage your work life and relationships. In the case of substance abuse (for example, drugs and alcohol), an addiction can have serious psychological and physical effects.

Impairments caused by drugs and alcohol can risk the safety of you and your colleagues.

Some studies suggest addiction is genetic, but environmental factors, such as being around other people with addictions, are also thought to increase the risk. An addiction can be a way of blocking out difficult issues. Unemployment and poverty can trigger addiction, along with stress and emotional or professional pressure.

Getting help for addictions

Addiction is a treatable condition. Whatever the addiction, there are lots of ways you can seek help. You could see your GP for advice or contact an organisation that specialises in helping people with addictions.

Alcohol

Realising you have a problem with alcohol is the first big step to getting help.



Aim for
2-3
Alcohol
free days
per week

Don't
consume
more than
14
units per
week

Binge
drinking
is defined as
consuming
6+
units



Risks of drinking too much

Regularly drinking more than 14 units a week risks damaging your health.

Fourteen units is equivalent to six pints of average-strength beer or 10 small glasses of low-strength wine.

New evidence around the health harms from regular drinking have emerged in recent years.

There is now a better understanding of the link between drinking and some illnesses, including a range of cancers.

The previously held position that some level of alcohol was good for the heart has been revised.

There is no safe amount

The type of illnesses you can develop after 10 to 20 years of regularly drinking more than 14 units a week include cancers of the mouth, throat and breast, stroke, heart disease, liver disease, brain damage, damage to the nervous system

It is now thought that the evidence on a protective effect from moderate drinking is less strong than previously thought.

The less you drink, the lower the health risks.

Many people who drink the night before don't realise it takes several hours for alcohol to disappear from the body and risk driving under the influence the next day.

Calories in alcohol

Did you know a standard glass of wine can contain as many calories as a piece of chocolate, and a pint of lager has about the same calorie count as a packet of crisps?

The average wine drinker in England takes in around 2,000kcal from alcohol every month.

Drinking five pints of lager a week adds up to 44,200kcal over a year, equivalent to eating 221 doughnuts.

Hidden risks of social drinking

If you think only alcoholics and binge drinkers are putting their health at risk, think again. Many people who see themselves as "social drinkers" are at risk of developing long-term health conditions because of the amount they regularly drink.

Most drinkers are unaware that regularly drinking more than 14 units a week can lead to a wide range of long-term health problems, including cancer, stroke and heart attack.

Alcohol misuse

If you are worried about your drinking or have had an alcohol-related accident or injury, you may be offered a short counselling session known as a brief intervention.

Keeping a "drinking diary" may be recommended so you can record how many units of alcohol you drink a week. You may also be given tips about social drinking, such as alternating soft drinks with alcoholic drinks when you're out with friends.

Moderation vs abstinence

Cutting alcohol out completely will have a greater health benefit. However, moderation is often a more realistic goal, or at least a first step on the way to abstinence.

Withdrawal symptoms

If you're dependent on alcohol to function, it's recommended you seek medical advice. Some people may be prescribed medication, attend self-help groups, receive extended counselling, or other therapies.

What does 1 unit of alcohol look like?



Smoking

Making small changes to your lifestyle may help you resist the temptation

Tobacco smoke contains over **4000** chemicals

You're **4 times** more likely to quit if you get help from stop smoking services.



Combining smoking + drinking raises your risk of mouth cancer by **38 times**

How will stopping smoking make life better?

1 Breathe more easily

People breathe more easily and cough less when they give up smoking because their lung capacity improves by up to 10% within nine months.

2 Gives you more energy

Within 2 to 12 weeks of stopping smoking, your blood circulation improves. This makes all physical activity much easier.

3 Feel less stressed

The withdrawal from nicotine between cigarettes can heighten feelings of stress. It's easy to confuse normal stress with nicotine withdrawal, but this is not the case. In fact, scientific studies show people's stress levels are lower after they stop smoking.

4 Quitting leads to better sex

Stopping smoking improves the body's blood flow so improves sensitivity. Men who stop smoking may get better erections. Women may find their orgasms improve and they become aroused more easily.

5 Improves fertility

Non-smokers find it easier to get pregnant. Quitting smoking improves the lining of the womb and can make men's sperm more potent.

6 Improves smell and taste

When you stop smoking, your senses of smell and taste get a boost. Your mouth and nose recover from being dulled by the hundreds of toxic chemicals found in cigarettes.

7 Younger-looking skin

Stopping smoking has been found to slow facial ageing and delay the appearance of wrinkles.

8 Whiter teeth and sweeter breath

Giving up tobacco stops teeth becoming stained, and you'll have fresher breath.

9 Quit smoking to live longer

Half of all long-term smokers die early from smoking-related diseases.

10 Protects your loved ones

By stopping smoking, you'll be protecting the health of your non-smoking friends and family, too.

Think positive

You might have tried to quit smoking before and not managed it, but don't let that put you off. Look back at the things your experience has taught you and think about how you're really going to do it this time.

Make a plan to quit smoking

Make a promise, set a date and stick to it. Sticking to the "not a drag" rule can really help. Whenever you find yourself in difficulty say to yourself, "I will not have even a single drag" and stick with this until the cravings pass.

Think ahead to times where it might be difficult – a party for instance – and plan your actions and escape routes in advance.

Consider your diet

Is your after-dinner cigarette your favourite? A US study revealed that some foods, including meat, make cigarettes more satisfying. Others, including cheese, fruit and vegetables, make cigarettes taste terrible. So swap your usual steak or burger for a veggie pizza instead.

You may also want to change your routine at or after mealtimes. Getting up and doing the dishes straight away or settling down in a room where you don't smoke may help.

Change your drink

The same study as above also looked at drinks. Fizzy drinks, alcohol, cola, tea and coffee all make cigarettes taste better. So when you're out, drink more water and juice.

Some people find simply changing their drink (for example, switching from wine to a vodka and tomato juice) affects their need to reach for a cigarette.

Identify when you crave

A craving can last five minutes. Before you give up, make a list of five-minute strategies. For example, you could leave the party for a minute, dance or go to the bar.

Get stop smoking support

If friends or family members want to give up too, suggest to them that you give up together.

Cannabis

Your risk of getting addicted to cannabis is higher if you start using it in your teens or use it every day.



Research shows
10% of regular
cannabis users
become
dependent

Trying to give up? call
Frank's free drugs
helpline on 0300 123 6600

Most widely
used illegal
drug in the
UK



What is cannabis?

Cannabis (also known as marijuana, weed, pot, dope or grass) is the most widely used illegal drug in the UK.

The effects of cannabis vary from person to person:

- you may feel chilled out, relaxed and happy
- some people get the giggles or become more talkative
- hunger pangs ("the munchies") are common
- colours may look more intense and music may sound better
- time may feel like it's slowing down

Cannabis can have other effects too:

- you may feel faint or sick
- it can make you sleepy and lethargic
- it can affect your memory
- it makes some people feel confused, anxious or paranoid, and some experience panic attacks and hallucinations
- it interferes with your ability to drive safely

Regular use

If you use cannabis regularly, it can make you demotivated and uninterested in other things going on in your life, such as education or work.

Long-term use can affect your ability to learn and concentrate.

Developing Tolerance

As with other addictive drugs, such as cocaine and heroin, you can develop a tolerance to cannabis. This means you need more to get the same effect.

If you stop using it, you may get withdrawal symptoms, such as cravings, difficulty sleeping, mood swings, irritability and restlessness.

Cannabis and tobacco

If you smoke cannabis with tobacco, you're likely to get addicted to nicotine and risk getting tobacco-related diseases such as cancer and coronary heart disease.

If you cut down or give up, you will experience withdrawal from nicotine as well as cannabis.

Cannabis and mental health

Regular cannabis use increases your risk of developing a psychotic illness, such as schizophrenia. A psychotic illness is one where you have hallucinations (seeing things that aren't really there) and delusions (believing things that aren't really true).

Your risk of developing a psychotic illness is higher if:

- you start using cannabis at a young age
- you smoke stronger types, such as skunk
- you smoke it regularly
- you use it for a long time
- you smoke cannabis and also have other risk factors for schizophrenia, such as a family history of the illness

Cannabis also increases the risk of a relapse in people who already have schizophrenia, and it can make psychotic symptoms worse.

Other Risks

Cannabis can increase the risk to health and safety at work of an individual, colleagues and others.

Cannabis can be harmful to your lungs and can make asthma worse.

You're more likely to be injured in a road traffic accident.

Cannabis may affect your fertility.

If you're pregnant, cannabis may harm your unborn baby.

Cannabis increases your risk of cardiovascular disease and stroke.

Medicinal benefits?

Cannabis contains active ingredients called cannabinoids. This is used to relieve the pain of muscle spasms in multiple sclerosis.

Trials are under way to test cannabis-based drugs for other conditions.

**Cannabis is naturally occurring - it is made from the cannabis plant.
The main active chemical in it is tetrahydrocannabinol (or THC for short).**

Cocaine

A highly addictive, powerful stimulant, cocaine can cause a very strong psychological dependence.

Possession
can get you up to
seven years
in jail

Common
additives include
lactose,
cornstarch,
sugar, talcum
powder



What is cocaine?

Powder cocaine (coke), freebase and crack are all types of cocaine, and all are powerful stimulants. Freebase and crack can be smoked, and powder cocaine can be snorted in lines. Both cocaine powder and crack can also be prepared for injecting.

How does cocaine make you feel?

Cocaine gives the user energy, a feeling of happiness and being wide awake, and an overconfidence that can lead to taking risks. The effects are short-lived, so more drug is taken, which is often followed by a nasty "comedown" that makes you feel depressed and unwell, sometimes for several days.

How does cocaine affect your health?

If you take cocaine, it's possible to die of an overdose from overstimulating the heart and nervous system, which can lead to a heart attack. It can be more risky if mixed with alcohol.

Risks

Taking cocaine is particularly risky if you have high blood pressure or already have a heart condition.

If you're pregnant, cocaine can harm your baby and even cause miscarriage.

If you've had previous mental health problems, it can increase the chance of these returning.

If you snort cocaine, it can damage the cartilage of your nose over time.

If you inject it, you are at higher risk of dying as the result of an overdose, and your veins and body tissues can be seriously damaged. You put yourself at risk of catching HIV or hepatitis if you share needles.

Cocaine and alcohol

Using cocaine with alcohol (or other drugs) can substantially increase risk of side-effects. Alcohol and cocaine together can be particularly dangerous, as they mix together in the body to produce a toxic chemical, called cocaethylene.

Finding help

If cocaine is damaging your relationships, work, money situation or health you can get help to stop on the NHS. **You don't have to be taking cocaine, or crack cocaine, every day to be addicted to it.**

One sign of addiction is that you have tried to cut down or stop but can't.

There are effective treatments available to help you stop.

You can go and see your GP, who can refer you for treatment.

Or, if you prefer, you can refer yourself directly to your local drug treatment service.

At your first appointment you will be asked lots of questions about your health and drug use. This is so a tailored treatment plan can be put together for you.

You'll be given a key worker who will support you throughout your treatment plan.

Which treatments work for cocaine addiction?

Treatments that are known to be effective for cocaine addiction include:

Talking therapies – therapies like cognitive behavioural therapy (CBT) help you to understand your addiction and to change your thoughts and behaviour. This will either be as part of a group or one to one with a specialist drugs counsellor or therapist.

Couples therapy – you may be offered this if you have a partner who does not use cocaine.

Incentives – you may be offered rewards, such as vouchers, for sticking with your treatment and for staying off cocaine when it finishes.

Unlike treatment for heroin, there are no medicines that work as substitutes for powder cocaine, crack cocaine and other stimulants. However, you may be offered medication to help with related symptoms. In one study 61% of people having treatment for a powder cocaine addiction had stopped using within six months.

Steroids

Anabolic steroids are **class C** drugs

Anabolic steroids are prescription-only medicines that are sometimes taken without medical advice to increase muscle mass and improve athletic performance.



You should see your GP if you think you're addicted



Steroid use

If steroids are misused they can cause serious side effects and addiction.

Anabolic steroids are manufactured drugs that mimic the effects of the male hormone testosterone. They have limited medical uses and aren't to be confused with corticosteroids, a different type of steroid drug that's commonly prescribed for a variety of conditions.

Anabolic steroids are performance-enhancing drugs that increase muscle mass and decrease fat, as well as causing many undesirable effects. Some athletes, weightlifters and bodybuilders take them regularly to improve their physical performance and build up their bodies.

However, people of all ages have been known to misuse these drugs, including adolescent boys who suffer from body dysmorphia, an anxiety disorder where the way someone thinks about their body doesn't match the way it looks.

Side effects



Some people believe taking anabolic steroids will help them become fit and healthy. This isn't true: taking anabolic steroids is a dangerous drug habit.

Regularly taking anabolic steroids causes a range of male features, not just increased muscle mass. It can also lead to potentially dangerous medical conditions, such as high blood pressure (hypertension) or heart attacks.

Like many other substances, anabolic steroids are addictive. This means you can crave the drug, require more to get the same effect, and have withdrawal symptoms if you suddenly stop taking them. A person who is addicted to anabolic steroids will continue using them despite experiencing unpleasant physical side effects.

When doctors prescribe steroid medication, they always advise coming off the medication slowly by gradually reducing the dose. Coming off anabolic steroids suddenly can result in withdrawal symptoms.

Effects of anabolic steroids

Men		Women	
Reduced sperm count & infertility		Facial hair growth	
Shrunk testicles		Body hair	
Erectile dysfunction		Loss of breasts	
Baldness		Swelling of the clitoris	
Breast development		A deepened voice	
Increased risk of developing prostate cancer		An increased sex drive	
Severe acne		Problems with periods	
Stomach pain		Hair loss	
		Severe acne	

Withdrawal symptoms can include depression and apathy, feelings of anxiety, difficulty concentrating, insomnia, anorexia, decreased sex drive, extreme tiredness (fatigue), headaches, muscle and joint pain.

Men and women who take anabolic steroids can develop the following conditions

Heart attack or stroke
Liver or kidney tumours
High blood pressure (hypertension)
Blood clots
Fluid retention
High cholesterol
Psychological effects

Misusing anabolic steroids can also cause the following psychological or emotional effects

Aggressive behaviour
Mood swings
Manic behaviour
Hallucinations and delusions

Get Help

With the right help and support, it's possible for you to get drug free and stay that way.



FRANK



NHS

Where to get help for drugs

Your GP is a good place to start. They can discuss your problems with you and get you into treatment.

They may offer you treatment at the practice or refer you to your local drug service.

If you're not comfortable talking to your GP, you can approach your local drug treatment service yourself.

Visit the Frank website to find local drug treatment services.

If you're having trouble finding the right sort of help, **call the Frank drugs helpline on 0300 123 6600**. They can talk you through all your options.

Charity and private drugs treatment

As well as the NHS, there are charities and private drug and alcohol treatment organisations that can help you. Private drug treatment can be very expensive but sometimes people get referrals through their local NHS.

Your first appointment

- At your first appointment for drug treatment, staff will ask you about your drug use.
- They will also ask about your work, family and housing situation.
- You may be asked to provide a sample of urine or saliva.
- Staff will talk you through all of your treatment options and agree a treatment plan with you.
- They can tell you about local support groups for drug users and their families or carers.
- You'll also be given a keyworker who will support you throughout your treatment.

What drug treatment involves

This depends on your personal circumstances and also what you're addicted to.

Your keyworker will work with you to plan the right treatment for you.

Your treatment may include:

Talking therapies – talking therapies, such as cognitive behavioural therapy (CBT), help you to see how your thoughts and feelings affect your behaviour.

Treatment with medicines – if you are dependent on heroin or another opioid drug, you may be offered a substitute drug, such as methadone. This means you can get on with your treatment without having to worry about withdrawing or buying street drugs.

Detoxification (detox) – this is for people who want to stop taking opioid drugs like heroin completely. It helps you to cope with the withdrawal symptoms.

Self-help – some people find support groups like Narcotics Anonymous helpful. Your keyworker can tell you where your nearest group is.

Reducing harm – your drugs workers will help you reduce the risks associated with your drug-taking. You may be offered testing and treatment for hepatitis or HIV, for example.

Where will you have your treatment?

You may have your treatment while living at home or as a hospital inpatient. If your drug-related problems are complicated you may be referred to a residential rehab.

Adfam

Adfam has local groups for families affected by drugs and alcohol. Find a support group near you. It also has a range of information for the families of drug users.

DrugFam

DrugFam offers phone and email support to people affected by other people's drug or alcohol misuse. Email office@drugfam.co.uk or phone the helpline on **0300 888 3853**.

Release

Release offers free, confidential advice on drugs law for drug users and their families. Email ask@release.org.uk or phone the helpline on **020 7324 2989**.

Zero Tolerance

Within CEMEX there is zero tolerance of any drugs that could adversely affect work performance and/or health and safety.

The detection of any drugs will determine that the person is under the influence of drugs and has tested positive.

Although the legal driving limit for alcohol in England is 35 micrograms of alcohol per 100 millilitres of breath, CEMEX have lowered this limit to 22 micrograms, which is the legal driving limit for most European countries.

The detection of alcohol above the limit stated will determine that the person is under the influence of alcohol and has tested positive.

There is zero tolerance to the possession of non-prescription drugs on any CEMEX premises and the Company reserve the right to search for prohibited substances if they have reason to suspect a contravention.

Testing positive for drugs or alcohol without a satisfactory medical explanation will be considered as gross misconduct and could lead to instant dismissal and all employees have a responsibility for reporting any medication they are taking that could affect their own or others safety whilst at work.

