



**One in 10 Canadians have behaviours consistent with alcohol or illicit drug dependence. At least 20% of individuals with a mental illness have a co-occurring substance abuse problem.**

Traditionally, addiction and abuse have been thought of in relation to alcohol and illicit drugs, but with the availability and frequent use of prescription narcotics, there is an entirely new population abusing or dependent on a substance. Absenteeism, lost productivity, accidents, turnover, recruitment and training are only a few of the costs organizations bear if substance abuse is not identified and treated.

Morneau Shepell's Substance Abuse Program (SAP) provides employers access to specialist recommendations for employees who test positive for drugs or alcohol in the workplace. The SAP assessment service and timely reporting determines the best treatment plan to mitigate risks, while helping employees address and treat their substance abuse/addiction problems.

## How it works

SAP is used in conjunction with your organization's substance abuse policy, typically with employees in safety-sensitive positions. A Human Resources leader or manager (referral contact) at your organization meets with the employee to discuss the breach of organizational policy, the compromise of workplace safety and the subsequent reason for referral into the SAP. The referral contact communicates the parameters of the program to the employee, has them sign the referral and consent forms, and submits them to Morneau Shepell. We confirm receipt of the forms within 24 business hours. With first time use of the program, we can help with suggestions on how to introduce the SAP to the employee prior to the referral.

## WORKPLACE IDENTIFIERS

This program may be right for your workplace and people if you're experiencing:

- Positive test results for drugs or alcohol
- Accidents
- Punctuality problems
- Changes in behaviour
- Fatigue
- Conflict between employees



## Assessment and treatment plan

The employee will be contacted directly by one of our counsellors and provided with the date and time of their first appointment. The first counselling appointment is scheduled within three to five business days. If there is concern about compliance or the employee's commitment to the program the case is immediately flagged for review.

Following the clinical assessment, the counsellor completes the SAP Assessment Report which includes details about whether the substance use would meet criteria for diagnosis of a disorder, recommended counselling and/or treatment for the employee; which may be an out-patient or residential program depending on the severity of the problem, programs available and funding options. The recommended treatment plan is provided to the employer along with the required cost for treatment.

Upon approval, support is provided in accessing the chosen course of treatment. Active monitoring of the employee's progress is a standard component of the program. In situations where community resources are deemed the most appropriate support, the employee's compliance with that program is monitored and any concerns are flagged to the employer.

## Case closure

A closure session is held following discharge from residential or completion of outpatient counselling. The counsellor assesses the impact of that treatment program, and identifies any residual concerns about capacity to perform in safety sensitive duties. An after-care program is recommended that would support the employee in sustaining the progress they've achieved once they return to work and community. The closure report can also provide recommendations for unannounced drug and alcohol testing, aligned with the employer's policy.

Morneau Shepell's Structured Relapse Assistance Program is available and often recommended post-treatment to assist with relapse prevention and monitoring.

## Workplace Support Programs

The Substance Abuse Program is part of our Workplace Support Programs - specialized mental health and addiction prevention/intervention programs designed to reduce costs for organizations with faster diagnosis, sustainable recovery and incidence of short and long-term disability.

Call **1.866.991.4954** or visit **[morneaushepell.com](http://morneaushepell.com)**.

**Business. Needs. People.**