

SUGGESTED STEPS TO HELP LOWER THE COSTS OF SUBSTANCE USE DISORDER (SUD) IN THE WORKPLACE



Maximize Benefit Offerings for Substance Use Disorder (SUD)



UNDERSTAND THE CONNECTION BETWEEN MENTAL HEALTH AND SUD

According to the National Institute of Mental Health (NIMH), SUD is indeed a mental disorder. Not only can it affect a person's brain and behavior, but it can also lead to an inability to control the use of substances, such as alcohol, marijuana, or prescription meds.



ENSURE HEALTH INSURANCE PLANS ADDRESS BOTH PHYSICAL & MENTAL HEALTH

With so many stressors impacting workers, mental health and wellbeing benefits have become acutely relevant – and highly valued. Evaluate existing benefits plans to make sure mental health support is included or consider new options that help employees take care of their mental wellness.



REVIEW EMPLOYEE ASSISTANCE PROGRAMS (EAP)

Review current offerings to ensure they offer a robust suite of services that employees need, like easy access to high-quality care and specific SUD resources for employees and/or their family members. On a regular basis, not just during open enrollment, communicate information about SUD services, (e.g., one-on-one counseling, personal coaching, and recovery support.) These services can be critical for getting employees the help they need and also help limit the hidden costs of SUD, like absenteeism and lost productivity.



LEVERAGE TELEHEALTH

With more employees now working remotely, broader telehealth services can be key for screening, diagnosing, counseling, treatment, and getting support for SUD and other mental health needs.

FOCUS ON LIMITING LOSSES, CLAIMS, AND LAWSUITS FROM SUD

ADVOCATE FOR A CULTURE AROUND SAFETY AND COMPASSION



Focus on:

- Preventing accidents from occurring in the first place
- Mitigating damages, if an accident or injury occurs
- Addressing issues, like SUD, and getting back to normal as soon as possible
- Communicating and enforcing safety policies and procedures
- Reporting & investigating accidents or injuries on a timely basis
- Showing compassion for injured or addicted workers and ensuring they get the treatment they need
- Establishing return-to-work programs that get employees back to meaningful work as soon as medically possible

DOCUMENT POLICIES AND PROCEDURES



SUD policies should not only be part of safety programs and procedures, but they should also be fair, firm, and consistent for all. Make them easily accessible, for instance, in your employee handbook. This way employees know what is, and is not, appropriate on-the-job-behavior.

UNDERSTAND LEAVE LAWS AROUND SUD TREATMENT AND RECOVERY



As more states legalize marijuana, you'll want to consult with HR and legal teams to make sure any SUD policies and practices at the workplace fully comply with both new and existing laws that protect employees, such as FMLA and ADA.

COMMUNICATE WITH EMPLOYEES



No matter what programs you offer around SUD prevention, support and recovery, make sure all employees know the breadth and depth of services that are available and how to access them. Building greater awareness for the problem and how to stop it is an important step in preventing claims and ensuring a safe working environment for all.

Contact us for assistance navigating and selecting the best options for your organization to help lower the costs associated with SUD among employees

[Contact Us](#)