Recovery-Friendly Worksheet

Education should start with the leadership team. Providing an overview can provide a briefing on the importance of the issue and drive the value of implementing recovery friendly workplace practices. A fifteen-minute executive summary might include:

**FIFTEEN MINUTE EXECUTIVE SUMMARY**

1. Addiction is a serious medical illness that affects 1 in 3 families in the US and impacts our company’s bottom line

* According to the Surgeon General of the United States, one in seven Americans deal with a substance use disorder.
* Treatment works but only 10% of individuals living with an addiction received treatment
* An American dies every 19 minutes from opioid or heroin overdose, surely that’s not the case here in Nevada, right?
* Misuse of substances costs an estimated 6.8 billion dollars in the state of Nevada each year.
* In fact, from 2010 to 2017 there was an 80% increase in Nevada ER visits and hospitalizations directly related to Opioid use.5
* According to the Centers for Disease Control and Prevention. Nevada’s overdose rate in 2010 was 20.7 per 100,000 population — well above the national rate of 12.4 per 100,000.5
* According to the National Council on Alcoholism and Drug Dependence, 70 percent of Americans who abuse drugs are employed.6
* And it’s not just individuals dealing with addiction that we need to look at. Presenteeism is defined as “employees who come to work sick or suffering other conditions that prevent them from working productively.” A survey by Virgin Pulse Global Challenge, revealed that employees in their study averaged 4 sick days a year, but indicated that the time they lost while on the job (i.e., being present by not working productively) added up to a staggering 57.5 days per year per employee. Offering recovery supports are important, not just for our employees but also for family members who may impact our employee’s ability to focus and work effectively.

2. Treatment works, people recover and individuals in recovery are valuable employees that contribute to the company’s profitability. “Well-supported scientific evidence shows that substance use disorders can be effectively treated, with recurrence rates no higher than those for other chronic illnesses such as diabetes, asthma, and hypertension. With comprehensive continuing care, recovery is now an achievable outcome.”

* Recovery is good for business! Compared to the general population, people in recovery miss fewer days of work, have lower health care utilization, and stay at their jobs longer.
* Treatment varies for each person but may be including any or all the following:
  + Eliminating or even detoxing from the substance,
  + Engaging in individual group and or family therapy,
  + Using supportive medications as prescribed,
  + Building a system of recovery supports through groups and recovery communities.
* Studies show that recovery from alcohol and substance misuse leads to great improvements in many aspects of life including:
  + Paying bills on time and paying back personal debt doubled
  + Fifty percent more people pay taxes in recovery than when they are in active addiction
  + Planning for the future (e.g., saving for retirement) increases nearly threefold
  + Involvement in domestic violence (as victim or perpetrator) decreases dramatically
  + Participation in family activities increases by 50%
  + Volunteering in the community increases nearly threefold
  + Voting increases significantly
  + Frequent utilization of costly emergency room departments decreases tenfold
  + Reports of untreated emotional/mental health problems decrease over fourfold
  + Involvement in illegal acts and involvement with the criminal justice system (e.g., arrests, incarceration, DWIs) decreases about tenfold
  + Steady employment increases by over 50%
  + Twice as many people further their education or training

3. There are things we can do that support recovery that cost nothing, use little time, but can positively impact the company.

* Implement a lunch and learn educational program for employees
* Add community courses to the intranet/company slim wiki/employee handbook so people can find help for themselves or loved ones quickly
* Encourage positive culture through messaging and posters, and ensure company related social activities are alcohol and substance free
* Explore a partnership with a local recovery community that might include support for recovery month/week/day, volunteering, in kind donations like equipment, and/or contributions.
* Review company HR policies to ensure they clearly support recovery
* Review health care insurance, asking pointed questions around coverage when next purchasing health care insurance.

4. Are you/is the company willing to support these initiatives?

* Are senior leaders willing to write to or speak to these issues in company internal communication such as meetings, intranet, letters to employees, the company handbook?
* May we report back to the senior executive leadership on progress and findings?