

Get in touch

Please get in touch if you would like to talk further about anything you've read in this leaflet. We can help your business identify the right level of support, whether it be for an immediate concern or towards your long term wellbeing strategy.

Contact: Open Road Head Office 01206 369782

Essex Helpline:
0844 499 1323

Our mission is to empower a diverse range of individuals, families and communities to lead healthy and more meaningful lives, free from addiction, offending behaviour and disadvantage, to ensure healthier, happier lifestyles.

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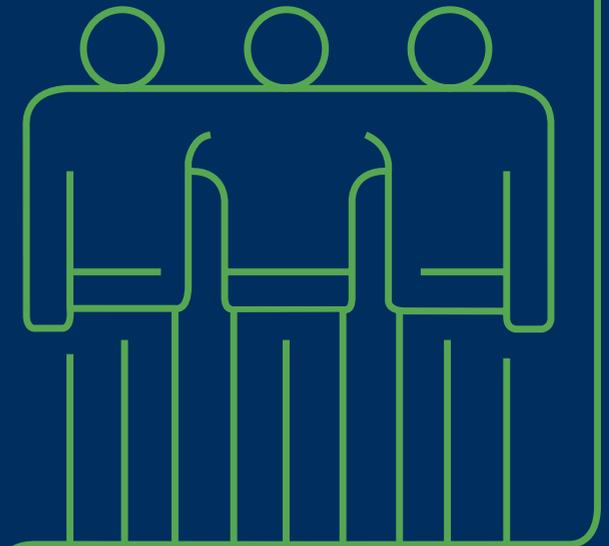
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Wellbeing in the workplace

Look after your business
by supporting your staff.

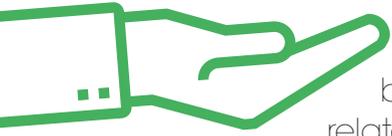


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Online: openroad.org.uk/donate
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openroad
your journey to recovery

Look after your business



Do you know the potential cost to your business of ignoring drug or alcohol - related issues in the workplace?

Consider these questions:

- ? How much investment does your business lose through regular, short-term sickness absence?
- ? Is your company's productivity affected by under performance of staff?
- ? Are any of your workforce required to drive, operate machinery, manage mission-critical data, handle money, manage the safety of others or members of the public?
- ? Could you spot the signs of possible drug or alcohol misuse in a colleague's emotional or physical wellbeing?
- ? Do any of your staff exhibit short-term irritability, confusion, mood swings, poor time-keeping?
- ? Have you calculated the cost of recruitment and re-training if key personnel have to move on?
- ? What are your welfare duties as a responsible employer?

Drug or alcohol misuse could be a factor in all of these scenarios.



Business benefits

Successfully tackling drug and alcohol misuse will benefit both your employees and your business by:

- ✓ Reducing the cost of staff turnover from poor performance.
- ✓ Lowering absenteeism and improving productivity.
- ✓ Tackling low morale by creating a caring, supportive work environment.
- ✓ Reducing the risk and associated cost of accidents, near misses and insurance claims.
- ✓ Being recognised as a responsible employer with effective policies on health and wellbeing.

Support your staff



Whole Staff Awareness Activities - from 2 hours up to half day session

At your staff training events we can offer a choice of awareness sessions, quizzes, relaxation and mindfulness therapy tasters, healthy alternatives to drugs and alcohol and discreet one to one advice. These sessions are designed to be inclusive, informative and non-threatening.



Training for Managers - half-day session

We will equip your managers and HR team to recognise the signs of drug and alcohol misuse and how to respond appropriately. They will learn about the potential risks of substances commonly mis-used by working professionals, such as steroids, alcohol, 'legal highs', cannabis. We'll give advice on prevention strategies and how to handle sensitive situations if misuse is suspected or if employees themselves seek help.



Individual Treatment Plan - weekly sessions

If individuals appear to be struggling or if they themselves have expressed a need for support, we'll work with you to assess the situation and put in place a tailored treatment programme. We'll deliver this over a set period and provide a follow-up recovery plan.



Policy, Prevention and Health Promotion - onsite workshop and follow-up

We will work with your employees, HR team and senior managers, to help shape your policy on alcohol and drug misuse with an emphasis on prevention. Open Road has a wealth of experience to draw upon, with a proven track record of over 27 years in harm reduction, prevention, treatment, recovery, psychosocial therapies, one to one support and group work.



Drug Testing Service - onsite and follow-up

Drug testing is a serious step to take in the workplace. If not administered in the right way, it may result in loss of trust and alienation in the workforce. Where testing is mandatory, Open Road can offer advice on:

- Types of test kits available
- Administering of tests on site
- Supply of kits and training
- Post-test decision-making and employee support