

THE OPIOID CRISIS:

Treating the Working Individual

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RECOGNIZE + RESPOND

Learn how to recognize and respond to the opioid epidemic in the workplace.

OPIOID USE DISORDER

Defined as: A problematic pattern of opioid use leading to clinically significant impairment or distress.

SIGNS AND SYMPTOMS

- Absenteeism
- Increased sick days
- Tardiness
- Not taking responsibility
- Long trips to the bathroom
- Change in work performance
- Difficulty concentrating
- Drowsiness
- Personality change
- Change in personal hygiene and appearance
- Confusion
- Poor judgment
- Irritability
- Decrease in rapport with other staff
- Isolation
- Slurred speech



TREATMENT

Become aware of available treatment options to better support and retain substance-addicted employees.

TREATMENT OPTIONS

INPATIENT AND AMBULATORY DETOX

- Inpatient Detox – 3-5 days
- Ambulatory Detox – 3-7 days

RESIDENTIAL TREATMENT

- Average length of stay
28 days

MEDICATION MANAGEMENT

- Medication for mental health
and addiction

INTENSIVE OUTPATIENT TREATMENT

- 3 hours a day,
3-5 days a week

OUTPATIENT TREATMENT

- 1 hour, 1-3 days a week
- Includes group and
individual therapy

INTEGRATIVE THERAPIES



THE MANY FACES OF OPIOID USE



RECOVERY IS A FULL-TIME JOB

**MY RECOVERY MUST COME
FIRST SO THAT EVERYTHING
I LOVE IN LIFE DOES NOT
HAVE TO COME LAST.**



INDIVIDUAL-IDENTIFIED FEARS

"How do I get the help I need without **JEOPARDIZING MY JOB.**"

"I don't want to be **PUT IN A BOX.**"

"**I AM AFRAID** to let people down."

"I will have to make up **WHAT I MISS AT WORK.**"

"Trying to get **DISABILITY IS STRESSFUL.**"

"Even if there are **LAWS TO PROTECT ME** my employer may find another reason to terminate."

EMPLOYER-IDENTIFIED FEARS

SAFETY ISSUES

FINANCIAL CONCERNS

ABSENTEEISM

MEDICAL DISABILITY / FMLA

PROBLEMS WITH COMPANY CULTURE

EFFECTS ON PRODUCTIVITY



EDUCATE

Identify best practices to address the opioid epidemic in the workplace.

YOU CAN MAKE A DIFFERENCE

- Treat substance abuse as a disease
- Train supervisors and managers to spot the first signs of drug misuse
- Work closely with EAP
- Capitalize on benefits
- Hold forums for staff
- Do routine checks
- Enact strong company drug policies
- Manage and treat with empathy

ALWAYS REMEMBER

Addiction is a chronic and relapsing disease, but individuals can achieve long-term sobriety, allowing them to live a healthy, meaningful, and productive life.



QUESTIONS?

Thank you for your time.