



**CADCA** *Building drug-free communities.*



## North Dakota SPF-SIG Implementation Planning Training



### Worksite Policies Alcohol screening and education in Healthcare Settings

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Time	Tuesday, October 21, 2014	Wednesday, October 22, 2014
8:30 AM – 10:00 AM	<ul style="list-style-type: none"> <li>Alcohol Restrictions at Community Events</li> <li>Responsible Event Assessment</li> </ul>	<ul style="list-style-type: none"> <li>Social Host Liability</li> <li>Teen Party Ordinance</li> </ul>
10:15 AM – Noon	<ul style="list-style-type: none"> <li>School Policies and Violations</li> <li>College Campus Policies</li> </ul>	<ul style="list-style-type: none"> <li>Alcohol Warning Posters</li> <li>Counter-Marketing and Counter-Advertising Campaigns</li> </ul>
1:00 PM – 2:30 PM	<ul style="list-style-type: none"> <li>Worksite Policies</li> <li>Alcohol screening and education in Healthcare settings</li> </ul>	<ul style="list-style-type: none"> <li>LifeSkills Training (LST), or other programs targeting school-aged youth K-12 found on NREPP</li> <li>Prime for Life, or other programs targeting high risk found on NREPP</li> </ul>
2:45 PM – 4:30 PM	<ul style="list-style-type: none"> <li>Media Advocacy</li> <li>Texting Tipline</li> </ul>	<ul style="list-style-type: none"> <li>Strengthen the prosecution, adjudication, and sanctioning of alcohol laws within the court system</li> <li>Restrictions on Alcohol Discount Promotions (e.g., Happy Hour)</li> </ul>

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## Introductions

Please introduce yourself:

- Name
- Where you are from
- “Hat” you are wearing
- Member of a SPF-SIG Coalition or Work Group

**HELLO**  
my name is

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## Objectives



Participants will be able to:

- Clarify the goals and intended outcomes of the strategy
- Identify the components of a comprehensive strategy
- Determine the key planning steps necessary to implement the strategy
- Build a “work group” to implement the strategy

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## Expectations



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## Our Planning Process



## The Strategic Prevention Framework

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## Worksite Policies

Sargent  
Upper Missouri  
Walsh  
TAT

Describe:

1. The problem being addressed
2. The intervening variable: Community Norms
3. The process used to choose this strategy.

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## Worksite Policies

Drug-free workplace programs can help employers create cost-effective, safe, and healthy workplaces.

A written policy is the cornerstone of a drug-free workplace. However, one size does not fit all—different organizations in the same industries and in different industries may address workplace drug use and abuse in a variety of ways.

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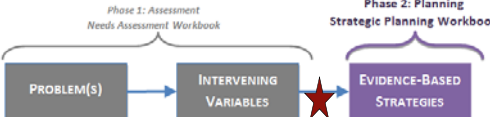
## Worksite Policies

### Needs Assessment

What were the local conditions (behaviors and settings) that led you to prioritize the intervening variable **Community Norms** and Select **Worksite Policies** as the Evidence-based Strategies?

Phase 1: Assessment  
Needs Assessment Workbook

Phase 2: Planning  
Strategic Planning Workbook



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graph LR
    A[PROBLEM(S)] --> B[INTERVENING VARIABLES]
    B --> C[EVIDENCE-BASED STRATEGIES]
    
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**What data led you to select this strategy?**

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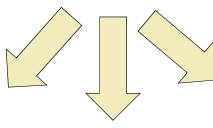
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## Worksite Policies

### Key Considerations for a Workplace

What is the problem/goal our organization is address/achieve?



What are the benefits to the organization?

What is the organization's commitment to the effort in time, \$, resources?

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## Assess the Worksite Environment

Before engaging in efforts to change work place policies address the workplace environment:

- Assessment of the alcohol tobacco and other drug problem in the workplace
- Commitment of management to the strategy
- "Readiness" of the employees to participate
- Available resources




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### Worksite Policies

**Drug Free Workplace** \* includes:

1. Preparing the Workplace
2. A Written Policy
3. Employee Education
4. Supervisor Training
5. Employee Assistance Program (EAP)
6. Drug Testing

\* Some industries (e.g. Transportation, Government) are required to have DFW programs.

HO. Components of a DFW

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### Worksite Policies

**Prepare the Workplace:**

# Surprise!!

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### Worksite Policies

**Prepare the Workplace:**

- Engage ownership, supervisors, workers
- Clarify goals / rationale for the effort
- Conduct a needs assessment
  - Current situation in the organization / Baseline data
  - Resources available
  - Comparison at industry / local levels
  - Cost/benefits of options
- Recommendations

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## Worksite Policies

### Written Drug Free Workplace Policy




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## Worksite Policies

A **Written Drug Free Workplace Policy** includes:

- Rationale (e.g., laws, regulations, organization goals)
- Rules and practices (e.g. smoke-free, drug testing)
- Expectations for compliance (e.g., who, what, when, where)
- Options offered for assistance (e.g., an EAP, community resources)
- Consequences for violating the policy (e.g., discipline, referral for assistance, termination)

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## Worksite Policies

### Employee education




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### Worksite Policies

At a minimum, **employee education** should be provided with the following information:

- Rationale for the Policy – why a policy now?
- Provide prevention information - what is a drug-free workplace, impact of drug use, health promotion information
- Requirements of the Policy – details on implementation and enforcement
- Resources for Getting Help

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### Worksite Policies

#### **Supervisor Training**



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### Worksite Policies

**Supervisor Training** – Supervisors must:

1. Know the organization's policy and program
2. Be aware of legally sensitive areas
3. Recognize potential problems
4. Document behaviors
5. Act appropriately according to policy
6. Refer for assessment, treatment
7. Reintegrate into the workplace

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### Worksite Policies

#### Employee Assistance Program (EAPs)



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### Worksite Policies

**Employee Assistance Program (EAPs)** are *confidential*, multifaceted programs designed to help employees with personal problems that affect their job performance. EAP Services include:

- Employee Education
- Supervisor Training
- Assessment & referral
- Treatment (in-house or referral)
- Employee wellness

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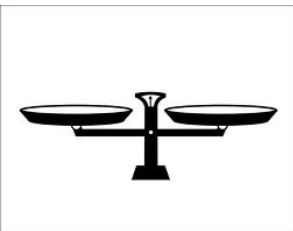
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### Worksite Policies

#### Drug Testing



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### Worksite Policies

#### Drug Testing "Must do's":



- Identify applicable Federal or State laws
- If applicable, talk with union officials/employees.
- Identify and contact a certified laboratory.
- Contract with a medical review officer.
- Develop a system to protect the confidentiality
- Designate a person to receive the test results
- Include in a clear, consistent, and fair policy
- Educate supervisors and employees

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### Worksite Policies

#### Steps to developing a Drug Free Workplace Program:



1. Clarify goals and assess your needs.
2. Identify available resources.
3. Develop a written policy.
4. Determine whether to have an EAP.
5. Decide if you will drug test.
6. Provide training.
7. Evaluate

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### Keys to Success

#### Successful Drug Free Workplace Programs require:

- Ownership / Leadership Commitment
- Worker / Member involvement
- Commitment of resources (e.g. time, \$)
- Clear articulation of benefits
- Clearly defined policies, opportunities and roles




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### Worksite Policies

#### Family-Friendly Workplace Policies

- Flexible Work Schedule
- Paid and Unpaid Leaves
- Employee Assistance Programs
- Paid sick days
- Family-friendly Health Care Benefits
- Child-care Benefits
- Access to Resources




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### Worksite Policies

#### Activity

1. Assess your worksite:
  - Drug Free Workplace
  - Family Friendly Workplace
2. Identify the strengths and opportunities for improvement.

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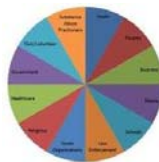
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### Form a Work Group

#### Benefits include:

- Engage a variety of sectors and cultures with different skills and viewpoints
- Share the work and leverage resources
- Networking opportunities
- New ideas and energy
- Information sharing and feedback
- Shared publicity
- Cultural competence & Sustainability




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### Identify Work Group Members

Identify individuals and organizations who can become involved in this strategy:

- Employers (Owners)
- Employees (Management, Supervisors, Staff)
- Business Associations (e.g., Chamber, or Rotary)
- Hospitals and health care providers
- Insurance Providers
- Service Providers (e.g., Drug Testing, EAP's)
- Local governmental agencies
- Lawyers
- Others:

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### Identify Work Group Members

Activity:

- 1) Identify an individual or organization who you want to recruit.
- 2) What role can they play in this strategy?
- 3) In your community how would you recruit this individual or organization?
  - Who would you contact?
  - What would you say to them?




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### Next Steps




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## Alcohol screening and education in Healthcare Settings

<p><b>Custer</b>  <b>Fargo Cass</b>  <b>NG</b>  <b>Rolette</b>  <b>TAT</b></p>	<p><b>Describe:</b></p> <ol style="list-style-type: none"> <li>1. The problem being addressed</li> <li>2. The intervening variable: Individual Risk Factors</li> <li>3. The process used to choose this strategy.</li> </ol>
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## Alcohol Screening and Education

Clinicians have repeated contact with patients over the course of the year and have an opportunity at each visit to communicate with the patient regarding sub-stance abuse.



A brief intervention with high-risk patients may prevent future substance abuse.

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## Define the Healthcare Settings

**Based on assessment of the problem and intervening variables.**

PROBLEM(S)

→

INTERVENING VARIABLES

→

EVIDENCE-BASED STRATEGIES

- Primary care offices, when patients are seen for routine visits
- Hospitals, when patients are treated for conditions that are not alcohol related
- Emergency rooms or trauma centers, when accident victims come for treatment for alcohol-related injuries, such as car crashes, falls, or fights
- Police stations, when drivers are arrested for driving while intoxicated
- OB-gyn offices, when pregnant women come for prenatal care.
- School nurses and counselors

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## Prioritize the Healthcare Settings

**Activity:**

**Based on your needs assessment which settings are most important to address?**

**What additional data do you need?**

- Primary care offices, when patients are seen for routine visits
- Hospitals, when patients are treated for conditions that are not alcohol related
- Emergency rooms or trauma centers, when accident victims come for treatment for alcohol-related injuries, such as car crashes, falls, or fights
- Police stations, when drivers are arrested for driving while intoxicated
- OB-gyn offices, when pregnant women come for prenatal care.
- School nurses and counselors

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## Alcohol Screening and Education

Key components for this strategy include:

- Screening
- Brief Intervention
- Brief Treatment
- Referral to Treatment

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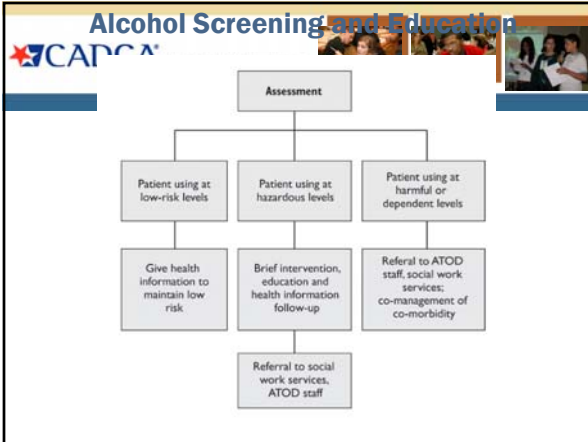
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## Alcohol Screening and Education

### Activity

1. Find a partner you do not know.
  
2. Select one of the questionnaires.
  - Cage Questionnaires
  - NIAAA Questions
  
3. Practice with the questionnaire. Was it easy to use?

HO: Screens

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## Alcohol Screening and Education

### Evaluation Results

- Evidence generally supports effectiveness of brief, multi-contact interventions with primary care providers for reducing alcohol consumption

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## Alcohol Screening and Education

### Evidence for SBIRT

	Screening	Brief Intervention	Brief Treatment	Referral to Treatment	Evidence for Effectiveness of SBIRT
Alcohol Misuse/Abuse	Yes	Yes	Yes	Yes	Comprehensive SBIRT effective (Category B classification, USPSTF)
Illicit Drug Misuse/Abuse	Yes	Promising	Promising	Yes	Growing but inconsistent
Tobacco Use	Yes	Yes	Yes	Yes	Effective brief approach consistent with SBIRT (USPSTF, 2008 US Public Health Service)

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### Form a Work Group

Benefits include:

- Engage a variety of sectors and cultures with different skills and viewpoints
- Share the work and leverage resources
- Networking opportunities
- New ideas and energy
- Information sharing and feedback
- Shared publicity
- Cultural competence & Sustainability



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### Identify Work Group Members

Identify individuals and organizations who can become involved in this strategy:

- Health Care Providers - at different settings
- Insurance providers
- Youth & Adults
- Health Care Administrators
- Dept. of Health
- Other:

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### Identify Work Group Members

Activity:

- 1) Identify an individual or organization who you want to recruit.
- 2) What role can they play in this strategy?
- 3) In your community how would you recruit this individual or organization?
  - Who would you contact?
  - What would you say to them?



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### Next Steps



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### Resources

CADCA – Community Anti-Drug Coalitions of America

[www.cadca.org](http://www.cadca.org)

Help & Technical Assistance – Contact:

800-54CADCA x240

[training@cadca.org](mailto:training@cadca.org)

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