Structured Relapse Prevention Program

MORNEAU SHEPELL

In alcohol and drug recovery it is estimated that 90% of individuals trying to remain abstinent will have at least one relapse before achieving long-term sobriety. The odds of remaining abstinent are greatly improved with an ongoing and active strategy.

Morneau Shepell's Structured Relapse Prevention Program (SRPP) is designed to support employees who have successfully completed an addiction treatment program with their reintegration to the workplace and ongoing relapse prevention support. This post-treatment recovery program for individuals with a moderate to severe substance use disorder incorporates best practices developed through our collaboration with the *Centre for Addiction and Mental Health.* The program focuses on awareness and skill development related to psychological, emotional and situational triggers that lead to relapse. It helps the individual to reaffirm and sustain their motivation to remain abstinent, create a plan of action, and monitor and evaluate their progress towards relapse-prevention goals. The reporting provided through this program allows the employer a means of monitoring the employee's successes and challenges in sustaining abstinence.

How it works

A Human Resources leader or manager (referral contact) at your organization meets with the employee to discuss the organization's approach to substance abuse relapse prevention and the referral into the SRPP. The referral contact communicates the parameters of the program to the employee, and completes and submits the referral and consent forms. Receipt of referral is confirmed by Morneau Shepell within 24 business hours.

WORKPLACE IDENTIFIERS

This program may be right for your workplace and people if you're experiencing:

- Individuals with moderate to severe substance use disorders
- Employees who have successfully completed a substance abuse program
- Employees needing help to sustain motivation to remain abstinent
- Need for reintegration to the workplace following substance abuse program completion

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Assessment and treatment plan

The employee will be contacted directly by Morneau Shepell. Our counsellor provides the employee with the date and time of the first appointment. Typically, compliance with organizational policy or protocols is a condition of continued employment under a company's drug and alcohol policy. The referral contact will advise Morneau Shepell of any conditions imposed on the employee as a result of their return to work, arrangements made to monitor the employee's abstinence and any positive test results.

The counsellor guides the employee through the program and uses standardized assessment protocols to provide the client with concrete feedback on progress. While the program is structured to suit the individual's needs, it generally runs for 18 sessions scheduled over a two year period to ensure the employee has developed the appropriate coping mechanisms to prevent a relapse. Morneau Shepell provides reporting and updates to the employer on a schedule matching the employee's sessions until case closure. Updates capture employee compliance, impediments to maintaining sobriety, and action items or goals. There is also clear information provided of the presence or absence of common risk factors for relapse. If relapse should occur, Morneau Shepell will connect with the referral contact to make recommendations on what next steps are recommended at this stage; these will depend on the specific circumstances of the case (e.g. whether this is a first relapse or not).

Case closure

Upon completion of the SRPP, Morneau Shepell provides the referral contact with a closure report.

Workplace Support Programs

The Structured Relapse Prevention Program is part of our Workplace Support Programs - specialized mental health and addiction prevention/intervention programs designed to reduce costs for organizations with faster diagnosis, sustainable recovery and incidence of short and long-term disability.

Call 1.866.991.4954 or visit morneaushepell.com.

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