



How major medical insurance can optimize your drug free workplace?

Medical insurance coverage should include physical and behavioral health services including substance abuse prevention and intervention strategies and benefits. These benefits can be effectively promoted to employees and their families as part of the company's health/wellness or drug-free workplace program. Benefits offered to employees through your medical plan, and potentially your EAP, would ideally include prescription drug misuse and abuse prevention, screening, early intervention, treatment, follow-up and relapse prevention.

Your medical plan should cover the following services:

- **Education and training on prescription management and safe disposal of unused drugs**
- **Coverage for non-drug alternatives to pain management**
 - Mindful meditation, acupuncture, and therapeutic massage all can be effective.
 - Covering these alternative therapies reduces the number of employees taking opioids that impair performance and can be addictive.
- **Confidential screening for prescription drug use problems**
 - Screening seeks to identify potential or actual misuse and abuse as early as possible so that appropriate interventions can be provided.
- **Brief intervention**
 - Brief interventions provide patients with a road map to begin addressing their use of substances.
- **Outpatient and inpatient treatment**
 - Inpatient treatment or hospitalization is recommended for persons who are at risk for severe withdrawal problems or for persons who have other health conditions, which may make detoxification unsafe.
 - Outpatient treatment is more common, cost effective, and less intensive; however, it should include psychotherapeutic and pharmacologic therapies when needed.
- **Medication**
 - Used in conjunction with behavioral therapy, medications are aimed at reducing both the pleasurable effects of substances and the neurological changes that cause craving and relapse.
- **Peer support groups**
 - A 12-step program or similar supports
- **Counseling, psychological therapy and medical services**
 - Counseling can help individuals modify their substance use behaviors and strengthen healthy life skills.
 - The American Psychological Association suggests counseling/therapy prior to use of psychotropic medications and/or with medications as appropriate.



34.6 Million workers or 23% of the workforce said they used a prescription drug improperly at least once in their lifetime.

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