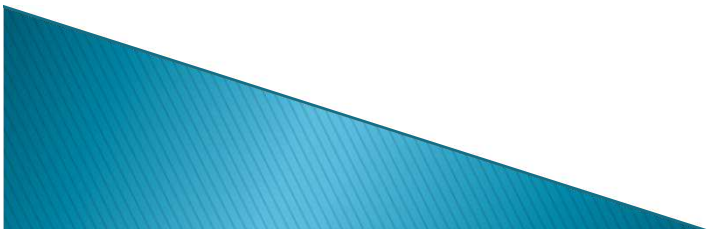


WORKPLACE TESTING AND TREATMENT

- ▶ AN ESSENTIAL COMBINATION
- ▶ NIGEL RADCLIFFE C.A.C. DIP.SW
- ▶ www.nigelradcliffe.co.uk

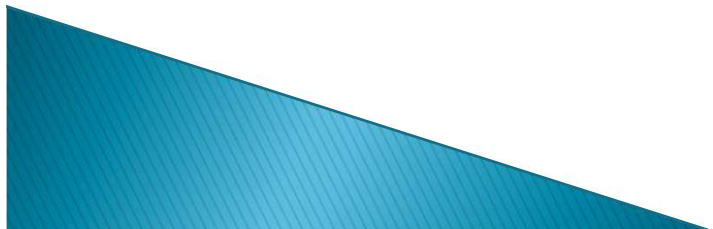


Worked in Drug & Alcohol treatment for 30 years in various settings. 'street' to Priory.

All services in full conjunction with D&A testing

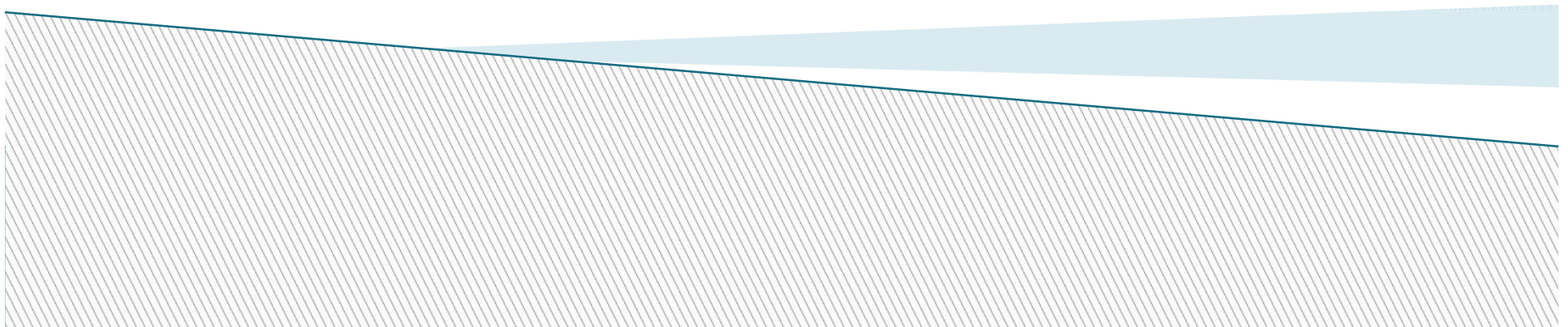
Ift,mcv,cdt,urine,hair,swabs etc.

Imaginative urine – scripts



Set up and managed TFL drug and Alcohol programme.

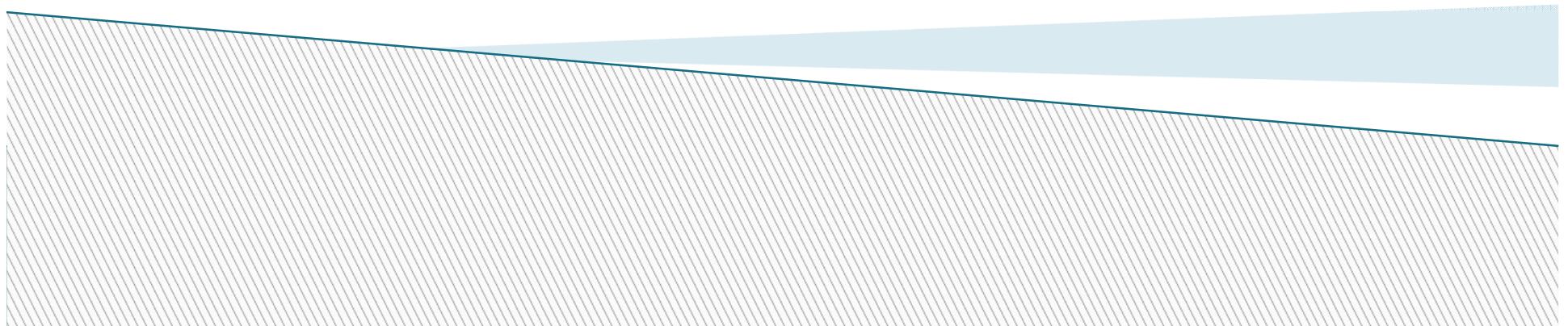
Most comprehensive integrated drug and alcohol programme in Europe. Developed ideas about relationship between testing and treatment



Testing in workplace without offering treatment or help is NOT an option.

Legal problems as well as short sighted, counter productive and irresponsible.

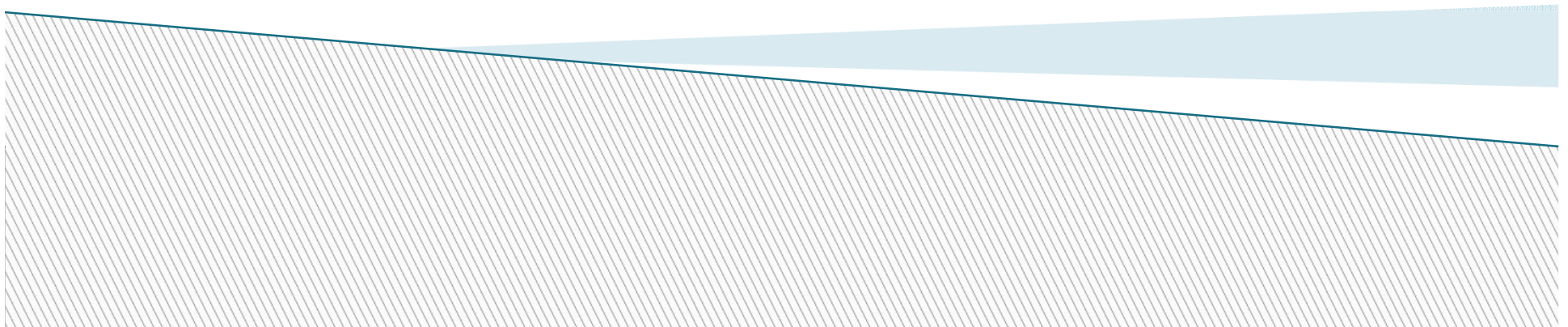
Testing alone, FOR ME, is going through the motions



Introduction of work place testing will always create hostility.

This will come from staff side who recent life style restrictions

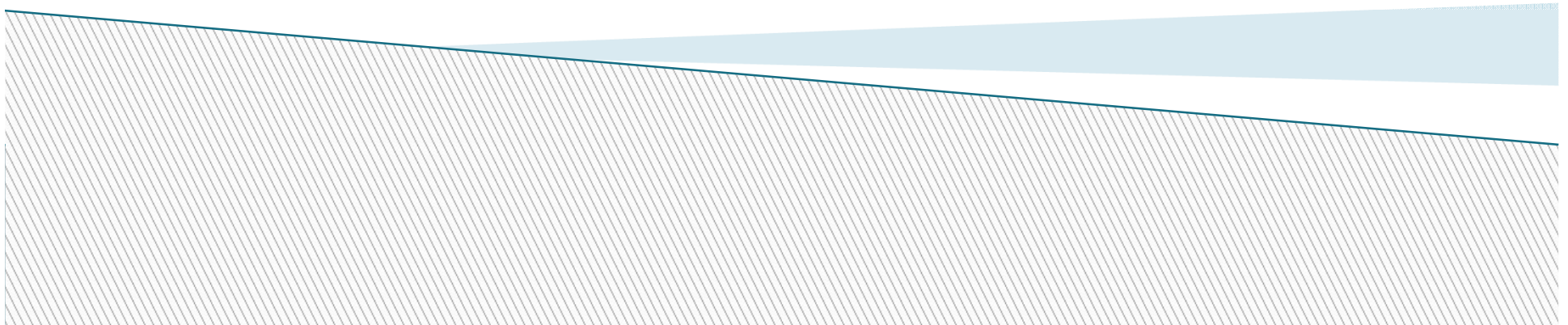
Will not come from those with serious problems.



Career addicts, can often beat urine testing

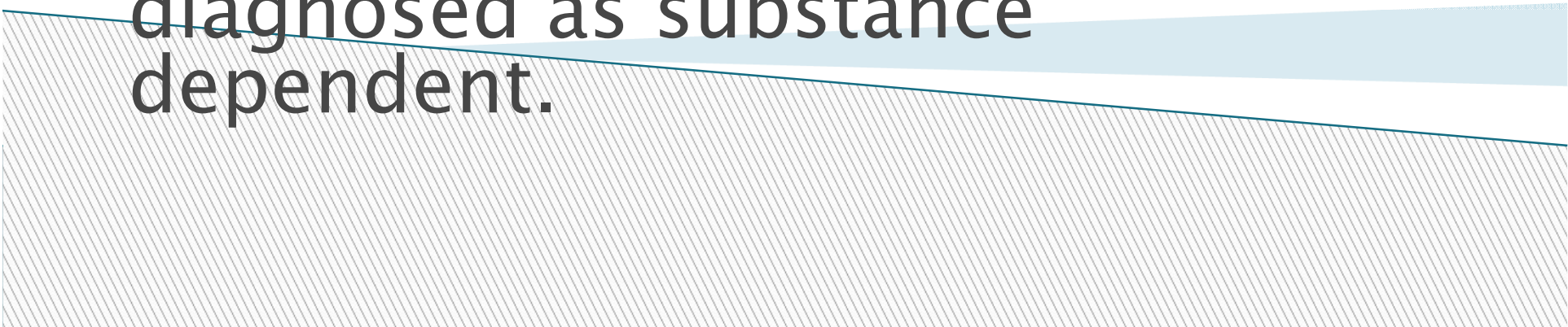
unless technicians trained by addictions experts AND
have character.

Active alcoholics takes hostages.

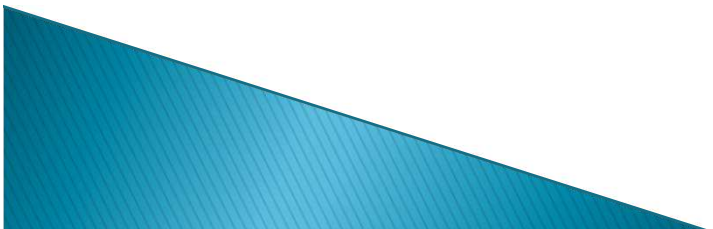


Target population is alcoholics and addicts, NOT party goers or heavy drinkers. With Education they will sort themselves out.

TFL treat 70 per year, two thirds diagnosed as substance dependent.



Drug testing and
cannabis smokers is a
study in its self



Until/unless, people see the overall process as benign, fair and effective, junior managers, supervisors, will collude to defeat the system. Examples abound!!!

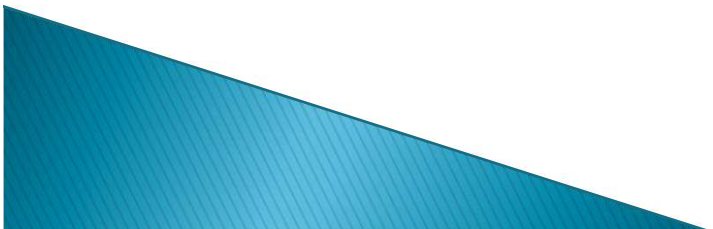
▶ TIP-OFFS!!

▶ YOU HAVE TO CHANGE THE CULTURE



TESTING is not just for safety. A huge incentive to get employees to seek help

- ▶ In 12 months following introduction of testing, referral's to TFL service DOUBLED .
 - ▶ By 3 years it had quadrupled.
 - ▶ But you must DELIVER or it crumbles.Example BCV.



No one should offer helping services without the presence of a experienced addiction treatment professional who knows the business.

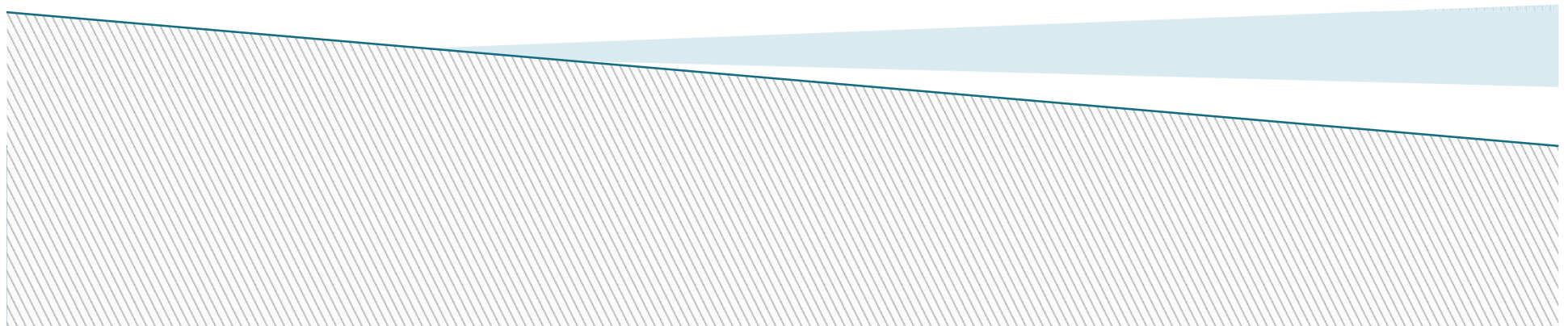


Not to do so is to invite chaos.

The work place is proven as
an astonishingly effective
place for D and A treatment
interventions.

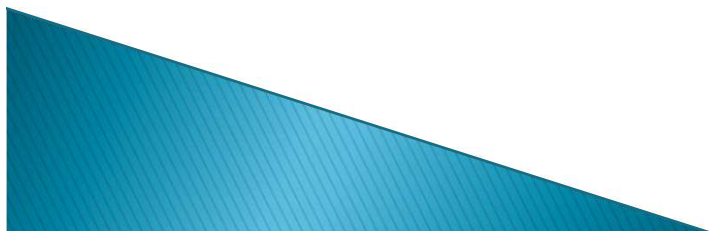
Figures confirm.

Outcomes / Attendance.



Each organisation can design its own integrated programme in order to meet the needs and resources of the company and individual

- ▶ TESTING AND TREATMENT WORK TOGETHER.



NIGEL RADCLIFFE

▶ www.nigelradcliffe.co.uk

▶ Email :

nwisty@aol.com

