

Implementation Checklist

Before you Begin

- ✓ Educate yourself on the basics of opioids, addiction, and what it looks like in the workplace
- ✓ Recruit key decision makers in your workplace and engage them in the change process
- ✓ Consult an employment attorney and, if relevant, labor relations experts to advise you in reviewing and implementing current and future changes to opioids in the workplace

Getting your Data

- ✓ Identify what your data capabilities are and who you need to request your data from
- ✓ Consider what questions you have about your workplace and opioids, and request the corresponding measures from your data source
- ✓ Evaluate your results and determine what “story” your data tells
- ✓ Identify opportunities for improvement based on data analytics

Questions to Ask about Prevention:

- How often are members being exposed to opioids?
- Why are members being prescribed opioids?
- Are members receiving appropriate care to manage their pain?
- Are members who are exposed to opioids at risk?
- Are members overdosing on opioids?

Questions to Ask about Treatment and Recovery:

- How many members have been diagnosed with a substance use disorder?
- Are members with substance use disorder accessing treatment?

Evaluating your Healthcare Benefits

- ✓ Compare your current healthcare benefit offerings to those discussed in this toolkit
- ✓ Determine necessary additions, subtractions, or adjustments to your offerings
- ✓ Meet with your health plan partner on what changes you would like to make and work with them to implement them



Recommendations for Prevention:

- Help employees manage pain
- Cover screening in primary care offices
- Cover site-of-use disposal
- Offer employee assistance programs (EAP)

Recommendations for Treatment and Recovery:

- Provide access for inpatient and outpatient care
- Cover medication for opioid use disorder
- Provide access to behavioral and mental health services
- Cover naloxone to reduce mortality
- Improve access to behavioral healthcare through telemedicine
- Consider centers of excellence and alternative payment models

Adjusting your Workplace Policies

-  Compare your current workplace policies to those discussed in this toolkit
-  Consider making the necessary adjustments to your policies




Recommendations for Prevention:

- Educate employees and supervisors
- Create a culture of support
- Develop a workplace substance use policy
- Implement effective and privacy-sensitive drug testing

Recommendations for Treatment and Recovery:

- Offer leaves of absence and flexible scheduling
- Provide support group resources
- Develop a return to work policy

Staying Engaged

-  Review your data, at minimum, on a yearly basis to determine positive or negative trends
-  Identify any changes to benefits or workplace policies based on new trends or clinical advancements
-  Engage with other healthcare stakeholders to represent the employer perspective and stay up to date on innovations and changes in this area