

Maximising Employee Performance by Minimising the Impact of Substances in the Workplace

MEPMIS is a project aimed at helping line managers in SME's across Europe tackle the impact of the inappropriate use of alcohol and drugs in their workplace

Business case

The inappropriate use of substances by employees causes problems for many European employers, including increased sickness absence, lower levels of performance and reduced productivity of staff. That in turn can undermine the firm's competitiveness and profitability.

In small and medium size enterprises line managers and supervisors have a key role to play in developing and promoting good corporate practice in minimising the effects on the company of the inappropriate use of alcohol and drugs by staff.

However it is line managers and supervisors, who may well use alcohol or drugs themselves, who are required to take action when someone they manage uses substances in a way that impacts on their ability to do their job. Unfortunately, guidance for managers on how to act in these circumstances is often inadequate, incomplete or missing altogether, and many companies do not possess the tools to enable managers to deal with substance use at a corporate level.

The **MEPMIS** project is working to tackle these problems. The project is creating an e-learning package, accessed via the MEPMIS website, which teaches line managers practical ways in which they can help minimize the impact that the inappropriate use of substances has on their organization.



Project objectives:

1. to identify the learning and skill needs of line managers in European SMEs in terms of addressing substances use, work and employment.
2. to use the experience gained in two UK training projects to develop a training resource.
3. to identify and incorporate innovative experience from the UK, Hungary, Ireland, Italy, the Netherlands and Poland into the training resource.
4. to develop the resource to publishable condition – including textual development, piloting, evaluation, publication, launch and dissemination.

Outcomes:

- Dedicated website which will provide an e-learning platform.
- Expertise and capacity to develop and provide 'face to face' training courses in each of the partner countries.
- Resources on the subject of substances and work which can be used by line managers and supervisors in SMEs and larger companies.

Training

Face-to-face training will be organized in partner countries. They will explore the issues of inappropriate use of substances and employee performance in depth, including:

- What is the best corporate approach to tackle the problem.
- The challenging issue of drug and alcohol testing.
- Managerial knowledge, skills and competences.
- The legal framework around alcohol and drugs at work.
- Putting theory into practice.

The partnership:

The agencies involved in the project have extensive experience in the development and implementation of workplace programmes designed to improve the health, wellbeing and performance of employees. The partners include a university, a research agency, a web design and IT company and three consultancies, all of whom specialize in organizational and employee performance.

Interested? Find out more at www.alcoholdrugsandwork.eu

Partners



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