

Worcestershire Acute Hospitals NHS Trust Drug and Alcohol Policy

Department/Service	Human Resources														
Accountable Director	Chief People Officer														
Date Approved by JNCC	27 th February 2025														
Review Date	27 th February 2028														
Changes since previous version	<div>Replacing Substance Misuse Policy</div> <table><tr><th>Date</th><th>Change</th><th>Page no</th></tr><tr><td>Oct 24</td><td>Change to title from Substance Misuse</td><td>1</td></tr><tr><td>Oct 24</td><td>Format</td><td></td></tr><tr><td>Oct 24</td><td>Section on Medical cannabis</td><td>7</td></tr></table>			Date	Change	Page no	Oct 24	Change to title from Substance Misuse	1	Oct 24	Format		Oct 24	Section on Medical cannabis	7
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Oct 24	Section on Medical cannabis	7													
Queries about interpretation and application of policy	wah-tr.hrenquiries@nhs.net														
Target Organisation	Worcestershire Acute Hospitals Trust														

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As a controlled document, this document should not be saved onto local or network drives and should always be accessed from the intranet.

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What this Policy Covers

Introduction

Worcestershire Acute Hospitals NHS Trust is committed to providing a safe and productive working environment for all colleagues and service users. The Trust has a responsibility to provide its clients with the best possible service and ensure that all services are delivered effectively and without compromise, at the same time maintaining and promoting the Trust's reputation and integrity. In order to ensure this, it is essential that any indications of possible substance misuse are responsibly managed in an effective, efficient and timely manner.

Employers have a duty under the Health & Safety at Work Act 1974 to ensure, as far as is reasonably practicable, the health, safety and welfare of its staff and others. This policy is designed to protect service users and maintain a safe work environment by ensuring all colleagues are fit for duty and free from the adverse effects of drugs and alcohol. The policy also provides support to those facing substance misuse issues.

It aims to:

- ensure the safety of colleagues, patients, and their families/carers.
- ensure that colleagues are always able to perform their duties safely and professionally, without being impaired by drugs or alcohol.
- ensure that all colleagues are aware of the consequences for their employment if they misuse intoxicating substances at work, or that impact on their ability to work.
- help colleagues identify a drug or alcohol misuse at an early stage, and to encourage and assist those employees with a problem or potential problem to seek help.
- provide guidelines for managers and colleagues regarding substance misuse.
- provide a framework, with the specialist advice and guidance from the Occupational Health Team, within which substance misuse problems can be managed in a fair and consistent manner.

Scope

This policy applies to all colleagues and workers including volunteers and those on secondment/work experience and is available on the staff intranet.

This policy covers the habitual or frequent consumption of alcohol and alcohol dependency, the inappropriate, illegal or excessive use of drugs or other substances (whether medically or non-medically prescribed) the effects of such use, possession and/or dependency.

Principles

The approach the Trust will adopt towards instances of substance misuse will be governed by whether or not there is an underlying addiction problem which is recognised by the colleague.

Where there is an addiction problem that is recognised by the colleague, the Trust will offer support and help to the individual whilst ensuring that they understand the possible

consequences, at work, of continued substance misuse. Managers are expected to foster a safe and supportive environment, encouraging colleagues with substance misuse issues to seek help without fear or hostility.

Colleagues must not consume alcohol or misuse drugs or other substances during working hours, including unpaid breaks, nor must they attend work under the influence of alcohol or other substances.

Colleagues who attend for work under the influence of alcohol, drugs and other substances, legal or illegal, may require further investigation and may, if proven, lead to disciplinary action, which may include dismissal.

Colleagues must disclose the use of any medication that may impair their work or impact safety at work.

In the case of any colleague considered incapable of performing duties safely or competently due to consumption of alcohol or drugs, the manager will take the appropriate action which may be:

- Take reasonable steps to ensure the colleague can return home safely. This may include contacting their next of kin or arranging transportation. The remainder of the working day will be recorded on the roster as authorised paid absence.
- Formally suspending the colleague if the incident is of a more serious nature in line with the Disciplinary Policy

A manager who has reason to believe that a colleague has a problem relating to substance misuse should encourage the individual to seek help immediately and refer them to the Occupational Health and Wellbeing Department for guidance.

Colleagues who suspect they have a substance misuse related problem are encouraged to seek specialist help voluntarily and may be advised where this information can be obtained. (A list of specialist help organisations is shown in Appendix 1). Colleagues are encouraged to discuss this with their manager and such information will be treated confidentially, sensitively and sympathetically, with due regard to the wellbeing of the colleague as well as patients and other colleagues.

For Colleagues who seek help, and follow advice, the matter will be treated as a medical problem. Colleagues who have or suspect they may have a substance misuse problem will be given help and support from the Occupational Health and Wellbeing Service or from a recognised external agency in finding a programme of treatment.

If a colleague is unfit or unsuitable to resume the same job during or following treatment, the Trust will seek medical advice and will, where appropriate, seek to find a temporary suitable alternative role within the Trust as outlined in the redeployment framework.

The misuse of alcohol or drugs will not exonerate a colleague from any ensuing investigation as a result of their actions or omissions which may lead to performance management or disciplinary action.

Colleagues have a responsibility to raise concerns if they suspect a colleague's practice is impaired by alcohol or drugs. Anyone in this position has a responsibility

to report their concerns to their line manager.

Colleagues must not drive whilst under the influence of any intoxicating substance. This includes driving to/from work and driving during work time. Some prescribed medications may affect their ability to drive and it is the colleague's responsibility to seek advice from their GP regarding this.

The Road Traffic Act 1988 states that: *"any person who, when driving or attempting to drive a motor vehicle on a road or other public place, is unfit to drive through drink or drugs shall be guilty of an offence. An offence is also committed if a person unfit through drink or drugs is in charge of a motor vehicle in the same circumstances."* The employer may be held liable for the acts of a colleague who drives during the course of their work whilst under the influence of alcohol or drugs, whether using a Trust pool car or their own transport.

The Trust will not authorise the provision of alcohol at events during working hours. Any matters arising under this policy will be dealt with in the strictest confidence.

If an occasion arises when a colleague finds themselves in a position where, to report for duty, would compromise their safety or others, they are encouraged to behave in a responsible manner and request leave rather than report for duty in an unfit state. This will either be taken as annual leave or unpaid leave. This provision seeks to support the spirit of this policy, which is to promote sensible and responsible attitudes towards alcohol and drug use.

Definitions

For the purpose of this policy substance misuse is where any colleague is under the influence of, possession of, or experiencing the side effects of illegal drugs, alcohol, over the counter drugs, prescription drugs or any other substance that adversely affects the colleague's performance, behaviour or conduct.

Drug dealing or possession of illegal drugs will be reported to the Police, without exception. The Misuse of Drugs Act (1971) is the main piece of legislation governing the unlawful possession and supply of controlled drugs and nearly all drugs with misuse and/or dependence liability are covered by it. The Act lists the drugs that are subject to control and classifies them in three categories according to their relative harmfulness when misused.

Class A drugs are the most addictive and physically dangerous drugs when misused and include ecstasy, cocaine, heroin, Lysergic Acid Diethylamide LSD, mescaline, methadone, morphine, opium and injectable forms of Class B drugs.

Class B drugs include oral preparations of amphetamines, barbiturates, codeine, methaqualone (Mandrax) and cannabis.

Class C drugs include most benzodiazepines (e.g. temazepam, diazepam), anabolic steroids and gamma hydroxybutyrate (GHB).

The penalties for offences involving controlled drugs depend on the classification of the drug. Penalties for misuse of Class A drugs are more severe than those for Class B drugs, which in turn are more severe than the penalties for Class C drugs. The Act also distinguishes, in terms of the penalties that may be imposed, between the offences of possession and drug trafficking or supplying, with the latter attracting higher penalties. This policy does not deal with social drinking where this has no effect on work performance and/or behaviour. When there are effects on work performance and/or behaviour it is for line managers (with support from Human

Resources) to decide whether it is appropriate for the case to be dealt with in accordance with the Trust's Disciplinary Policy and Procedure.

The Equality Act 2010 defines a disability as 'a physical or mental impairment which has a substantial and long-term adverse effect on a colleague's ability to carry out normal day-to-day activities. Addiction to, or dependency on, alcohol, nicotine or any other substance (other than in consequence of the substance being medically prescribed) are not regarded as impairments for the purposes of the Act.

Medicinal Cannabis Information

The Misuse of Drugs (Amendments) (Cannabis and Licence Fees) (England, Wales and Scotland) Regulations 2018 came into effect on 1 November 2018 and introduced a new definition of a "cannabis-based product for medicinal use in humans (CBPM)".

(CBPM) is defined as a preparation or product containing cannabis, cannabis resin, cannabidiol or a cannabidiol derivative that is produced for medicinal use in humans, and is a medicinal product, or a substance or preparation for use as an ingredient of, or in the production of an ingredient of, a medicinal product. CBPM do not include raw/unrefined cannabis or cannabis/hemp oil products that can be purchased online/in health food shops. These products are not produced for medicinal use and cannot be recommended or prescribed.

Prescription of cannabis-based products is limited on the NHS. Treatment on the NHS is governed by advice from the National Institute for Health and Care Excellence (NICE) whose role is to "help practitioners and commissioners get the best care to patients, fast, while ensuring value for the taxpayer." The NICE guidance on cannabis-based medicinal products (<https://www.nice.org.uk/>) includes recommendations on their use in intractable nausea and vomiting, chronic pain, spasticity, severe treatment resistant epilepsy and also on the prescribing of cannabis-based medicinal products.

Process for Prescription Drugs (including medicinal cannabis)

Colleagues do not have to tell their manager that they have been prescribed other drugs for medical reasons unless they think it may impair their work or impact safety at work. However, if the employee volunteers the information their manager should refer them to Occupational Health who will wish to ensure that the employee can substantiate the prescription and appropriate consideration will need to be given to when and on what basis the individual will be taking the relevant product, side effects and how that might pose a risk in the workplace. If the colleague is in a safety critical role (for example they drive in the course of their work) then as for medication that may impair driving ([Drugs and driving: the law - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/drugs-and-driving-the-law)), a restriction on driving would be required.

If a colleague fails a drug test and attributes that to the use of medicinal cannabis or other prescribed drugs then appropriate investigation and verification of the position will be necessary. All drug testing is only done at the request of the OH Physician with appropriate consent. The colleague will be asked to provide proof of the prescription.

Responsibilities and Duties

Overall responsibility for this policy rests with the Trust Board. Operational responsibilities are delegated as follows:

Executive Directors

The lead Executive Director for this policy will be the Chief People Officer. Executive Directors will be responsible for ensuring that:

- All colleagues are informed of the terms of the policy and the procedures that apply to them by directing them to the intranet.
- The policy is implemented and operated effectively.
- Managerial action is fair and equitable and is monitored effectively through HR casework monitoring, JNCC subgroup and/or People and Culture Committee.

Managers

Line Managers will be responsible for:

- Familiarising themselves with the policy and procedure and ensure that employees understand what is expected of them with regard to attendance, work performance, behaviour and safety.
- Carrying responsibility for effectively and fairly implementing and operating this policy within the sphere of their control, maintaining confidentiality of information at all times. They must ensure that patient care is not in any way compromised through the effects of substance misuse.

Human Resources Department

Human Resources will be responsible for:

- Providing advice and support to employees and managers to ensure robust, consistent and fair implementation of this policy.
- Providing solutions focused advice, taking into account relevant employment legislation.
- Where appropriate, ensure meetings under this policy are conducted without unreasonable delay.
- Act as a contact point for enquiries from managers and staff about substance misuse problems.

Colleagues

Colleagues will be responsible for:

- Reporting for work and remaining in a condition to perform their duties free from the effects of alcohol, drugs or any other substance, whether on Trust premises or at external locations when on Trust business.
- Delivering patient care to a high standard raising any issues preventing this to the appropriate person in a timely manner.
- Colleagues who are 'on call' must ensure they are not under the influence of alcohol, drugs or any other substance during the 'on call' period as they may be required to attend work.
- Colleagues working under a professional code of conduct (e.g. NMC, GMC, HPC) have a responsibility to self-refer to their professional body any issues that may affect their fitness to practice (e.g. drink driving, or criminal offences in relation to substance misuse).
- Having a duty under the Health & Safety at Work Act to inform their immediate manager

of any condition which may present a risk to themselves or others and are advised to seek the assistance of the Occupational Health Department, their Trades Union or Professional Organisation in such cases.

- Colleagues should be informed of this policy and it is the responsibility of individual managers to ensure compliance in their areas.
- Comply with duties under The Road Traffic Act by reporting any suspicions to their line manager.

The Trust prohibits the possession, transfer, sale or use of unauthorised drugs, alcohol or illegal substances on its premises. Any colleague found to be in possession of an illegal substance will be suspended from duty and a full investigation will be carried out under the Trust's Disciplinary Policy. Under the Misuse of Drugs Act 1971, the Trust has a duty to deal with such issues and all drug related issues will be reported to the police and could lead to criminal proceedings.

Occupational Health and Wellbeing Department

Occupational Health will be responsible for:

- Providing support and guidance where appropriate to any colleague who may be experiencing problems with substance misuse and provide advice to managers handling such circumstances. Where appropriate, they will refer colleagues to their own GP or signpost them to an external agency for help, guidance and support.
- Advising employees and managers on any appropriate adjustments in the workplace to support conduct including rehabilitation, redeployment, retraining, changes to role or working pattern, in order to enable line management to make appropriate decisions.
- Raising the awareness of the effects of substance use and misuse among employees through the promotion and provision of health and wellbeing information.
- All referrals to Occupational Health should be made following the normal procedure clearly stating the concerns identified. The Occupational Health Team will triage referrals and prioritised as appropriate. If the employee refuses to comply with the referral process without good reason, the matter should be dealt with under the Trust's Disciplinary Policy.

Occupational Health do not carry out immediate/urgent testing to 'prove' an individual is unfit for work due to substance misuse if an individual's manager suspects it. Colleagues suspected of substance misuse should be referred to Occupational Health via a management referral. As part of this assessment, Occupational Health may refer with consent from the employee for further testing via an independent accredited drug testing service. Employees must understand that their line manager will be informed if a test result is negative or positive. Details of the actual substances and levels detected are classed as medically confidential and as such are defined as Sensitive Personal Data under the Data Protection Act. These results will not be released to the Trust or any other third parties without the consent of the employee other than in exceptional circumstances in line with the protocols of The General Medical Council, Nursing and Midwifery Council or another recognised regulatory body.

Refusal to accept support from Occupational Health, or refusal to participate in any rehabilitation/treatment could lead to action under the Trust Disciplinary Policy. Where help is refused, or there is no acknowledgement of a problem the Trust will deal with the behaviour or conduct issue under the Disciplinary process.

In certain circumstances, a colleague may feel it appropriate to refer themselves to Occupational Health and Wellbeing, with or without their manager's knowledge. Appropriate guidance and support will be provided in such circumstances. Occupational Health cannot treat an individual for an alcohol, drug and/or substance misuse problem.

Trade Unions

Trade Union representatives will be responsible for:

- Advising members who may have substance misuse related problems to seek help voluntarily.
- To signpost members to appropriate support or agencies (e.g. Occupational Health).
- To accompany members to meetings with their managers.

Colleagues are encouraged to contact their local trade Union representative for support at the earliest opportunity.

Policy in Practice

Managers should consider whether the use of drugs and alcohol maybe the cause of any of the following issues:

- Absenteeism: Especially frequent or an increase in sick leave, recurrent illnesses, unauthorised absences, absence on certain days (e.g. around weekends), poor timekeeping/frequent lateness, longer breaks and/or absence from duty whilst at work
- Incidents/accidents: An increasing or high level of incidents/accidents.
- Low/deteriorating performance standards: Including missed deadlines, lack of concentration, slow working, poor judgement, lack of attention to detail, increased complaints, unreliability, forgetfulness.
- Interpersonal skills: Reacting unpredictably to criticism and/or problems, irritability, borrowing money, physical/verbal abuse
- Appearance: The smell of alcohol/solvents/other substances, shaking, flushed face, runny nose, dilated/constricted pupils, poor hygiene.

It must be stressed however that these are only indications – care should be taken in interpreting these signs as they may be symptomatic of stress or other medical conditions.

Procedure

If a colleague reports for duty and is considered by their manager to show symptoms of substance misuse, the manager will send the colleague home for the remainder of the working day, this will be recorded as authorised paid absence.

In all cases, a careful and sensitive discussion with the colleague will take place as appropriate such as on their return to work following absence. Support is available from Human Resources on how to conduct this meeting. This will normally be a 1:1 meeting with the manager. The colleague has the right to be accompanied by a Trade Union Representative, or work colleague.

The tone will be supportive and is designed to encourage the individual to seek help voluntarily. It may be appropriate to provide the details of a number of organisations which can help (see Appendix 1). All conversations will be in strictest confidence, except in cases

where the health & safety of the individual, patients or colleagues may be breached, which cannot remain confidential and may mean that further action will need to be taken.

The outcomes of the meeting may include the following:

- If it is identified that there may be a continuing substance misuse problem, the manager will refer the colleague to Occupational Health to seek appropriate advice if necessary. Should the colleague accept that there is a problem; the Trust will undertake to provide, as far as possible, support and guidance to the colleague during the period of remedial action. This includes allowing authorised leave from work for treatment and counselling. At this stage the matter should be dealt with under the Trust's Sickness Absence, Health and Wellbeing Policy.
- If a colleague with a substance misuse problem accepts the opportunity to receive help, but afterwards reverts to previous poor levels of work performance or conduct, the matter may be dealt with, as appropriate, under the Trust's Performance Management or Disciplinary Policy or the Trust's Conduct, Capability and Ill-Health Policy for Medical and Dental staff. Further medical advice should also be obtained from Occupational Health.
- If there is a continuing substance misuse problem affecting work and the colleague does not accept that they have a health issue or will not engage with a support programme/rejects an offer of assistance, and does not acknowledge the circumstances relating to their work performance/conduct, the manager will make a full assessment of the situation, in consultation with Human Resources, and decide whether it is appropriate to take disciplinary action at this stage or allow the colleague to continue working in the knowledge that the situation will be constantly under review. Where the risks to the colleague or other colleagues/patients are high, it may be appropriate to suspend the colleague from work pending an investigation (see Disciplinary Policy). It is the responsibility of the manager to continually monitor the situation and involve the support of Occupational Health as appropriate in these circumstances.
- The Trust has a responsibility to ensure that standards of work and conduct are maintained in the workplace. Although the Trust wishes to support and help colleagues identified as having substance misuse related problems wherever possible, the Trust may need to deal with the following situations under the Disciplinary Policy and Procedure. However, it is for the manager to decide this when given the facts of each case. Advice from Human Resources should be sought in all cases. In some instances, support to the employee and disciplinary action may both be appropriate, for example:
 1. Where all offers of help and support have been rejected by the colleague but their conduct and/or standards of work performance continue to be unacceptable.
 2. Where the manager considers that the colleague may be putting themselves, other colleagues, contractors, patients, clients or members of the public at risk.
 3. Where substance misuse leads to behaviour contrary to appropriate standards of safety and/or conduct.
 4. Where a colleague reports for work after having consumed alcohol/drugs/illegal substances and is considered to be a threat to health, safety or professional standards.
 5. Where the manager/supervisor has reason to believe that a colleague has broken the law while on employer's premises and/or during the course of Trust work:
 - as a result of internal and police enquiries, a manager or supervisor has reason to believe that illicit drugs are on Trust premises or in the possession of Trust colleagues while they are on Trust business.
 - Whilst on Trust business a colleague who is in charge of a motor vehicle or

attempts to drive a motor vehicle has been found by the police to be unfit to drive through drink or drugs.

- Where a colleague has been convicted of a criminal offence connected with substance misuse during the course of their work.
- Where theft of drugs held by the Trust has been alleged.

In the circumstances outlined above, the colleague may be suspended from duty and a full investigation carried out under the Trust's Disciplinary Policy or the Trust's Conduct, Capability and Ill-Health Policy for Medical and Dental staff. Breaking the law and/or being convicted of a criminal offence may be considered to constitute gross misconduct.

The Trust needs to ensure that its reputation and integrity is not damaged by colleagues possessing illegal substances. Under the Misuse of Drugs Act 1971, the employer has a duty to deal with such issues. Possession, dealing and/or use of controlled drugs (not including prescribed medicines) will be reported to the Police.

Rehabilitation

The rehabilitation programme for an individual may involve referral to an external agency to obtain appropriate and confidential treatment for the colleague, with monitoring as necessary by Occupational Health acting on behalf of the Trust who should keep line management informed of fitness for duty. The Trust Sickness Absence and Wellbeing Policy will be used.

During this time allocation to other duties during and after rehabilitation may be appropriate dependent upon the circumstances and specialism of the colleague.

Paid time off to attend for treatment may be recommended. The colleague should access support outside working time but if this creates a problem for attending this should be discussed with the line manager. Advice should be sought from the Human Resources Department.

Relapse after treatment for substance misuse is common and line managers should be aware of this. The circumstances of the relapse and the response by the colleague will influence how the manager should respond. Nevertheless, the safety of patients and other colleagues and the quality of care delivered will be affected if a colleague relapses to substance misuse frequently. Managers should therefore discuss with the colleague and those involved in their treatment the limits to rehabilitation, which could acceptably take place in their current workplace. Advice may also be sought from the Human Resources Department.

Legislation

This policy takes into account the following legislation:

- Health and Safety at Work Act 1974
- Management of Health and Safety at Work Regulations 1999
- Equality Act 2010
- Human Rights Act 1998
- Misuse of Drugs Act 1971
- Road Traffic Act 1988

This policy is supported by the following policies and procedures:

- Disciplinary Policy
- Performance Management Policy
- Sickness Absence, Health and Wellbeing Policy
- Smoke free environment policy

Implementation of Document

The policy will be implemented immediately upon approval.

Dissemination

The policy will be placed in the Trust's HR Document library on the Intranet and will be publicised through Chief Executive's briefing, the Trust's weekly update, policy update briefings for managers and notified to the Trust Board by the People and Culture Committee.

Training and awareness

Information and Support will be provided by the Trust on the Health and Wellbeing intranet pages to enable managers and colleagues to:

- be better informed regarding the effects of substances and their misuse
- be aware of the help and support available both within and outside the Trust
- fulfil their legal, personal and social responsibilities

Training is available for managers on both Sickness Absence, Performance Management and Disciplinary. Support is available for colleagues via the wellbeing services.

References/Further Reading:

1	Sickness Absence & Wellbeing Policy	
2	Conduct, Capability, ill Health and Appeals Policies and Procedures for Medical and Dental Staff	
3	Disciplinary Policy	
4	Performance Management Policy	
5	Stress at Work Supporting Documents	
6	Health and Safety Policy	
7	The Use of Prescription Cannabis at Work	CIC23_03 Cannabis & Employments
8	The Misuse of Drugs Act 1971 (MDA)	Misuse of Drugs Act 1971
9	The Data Protection Act	Data protection: The Data Protection Act - GOV.UK
10	Psychoactive Substances Act 2016	Psychoactive Substances Act 2016
11	The Road Traffic Act 1988	Road Traffic Act 1988

12	Management Health & Safety at Work Regulations 1999	The Management of Health and Safety at Work Regulations 1999
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Appendix One:

Supporting Organisations

Colleagues are encouraged to contact their GP for advice in the first instance.

The organisations listed below can help provide information and advice on alcohol related problems and can put you in touch with local advisory services in your area.

Alcoholics Anonymous

Tel: 0800 9177 650

Website: <https://www.alcoholics-anonymous.org.uk>

E-Mail: help@aamail.org

Alcohol Change UK

Tel: 020 3907 8480

Website: <https://alcoholchange.org.uk>

This site provides information and articles on a range of topics surrounding alcoholism.

Al-Anon

Tel: 0800 0086 811

Website: <https://al-anonuk.org.uk>

Al-Anon Family Groups is for anyone whose life is or has been affected by someone else's drinking.

Adfam National

Tel: 07442 137421

Website: <https://adfam.org.uk>

The largest non-statutory organisation that works with and on behalf of families affected by drug and alcohol problems. Helpful for the family of the alcohol or drug user.

ASCA – Addiction Support and Care Agency

Tel: 0208 339 9899

Website: <https://www.addictionsupport.co.uk/>

Cocaine Anonymous

Tel: 0800 612 0225

Website: <https://www.cauk.org.uk>

Change Grow Live

changeandgrowlive.org

Find information and local support services for alcohol and drug use. Also offers support for mental wellbeing, and issues like housing and work.

Cranstoun

Tel: 0300 303 8200

Website: <https://cranstoun.org/help-and-advice/alcohol-other-drugs/worcestershire/>
Support with alcohol or drug intake

Drinkline

Tel: 0800 917 8282

Website: www.drinkaware.co.uk

Free and confidential telephone helpline for people who need help or support with their own or someone else's drinking. Line opened 9am until 11 pm Monday to Friday

National 24-hour helpline numbers

National Drugs Helpline: 0300 1236600 resources@drughelpline.org

Narcotics Anonymous UK helpline number 0300 9991212 pi@ukna.org

NHS 111 (previously NHS Direct)

Release

Tel: 020 7324 2989
ask@release.org.uk (email ask@release.org.uk helpline)
release.org.uk

National charity that offers free and confidential advice about drugs and the law.

Talk to FRANK

Tel: 0300 123 6600

www.talktofrank.com

Free, confidential, 24 hours a day drugs helpline

Turning Point

Tel: 0207 481 7600

Website: www.turning-point.co.uk

Drug and alcohol support:

SMART Recovery UK

Tel: 07935 914949 / 07583417501

www.smartrecovery.org.uk

SMART stands for Self-Management and Recovery Training. This is a local abstinence based support programme

UKNA

Tel: 0300 999 1212

<https://ukna.org>

Narcotics Anonymous

We are with you

wearewithyou.org.uk

Supports people with drug, alcohol or mental health problems, and their friends and family.

Implementation Plan

This policy will be available on the Trust Intranet.

A policy briefing will be developed for Divisional Management Boards, Directorate Meetings and The Source.