

## Addiction & Recovery

We all have mental health and at some point, life or work events may cause us to have some negative health and wellbeing issues.

The university wishes to be a supportive environment for colleagues when they are experiencing negative mental health and wellbeing and there are a number of ways colleagues can seek and receive support.

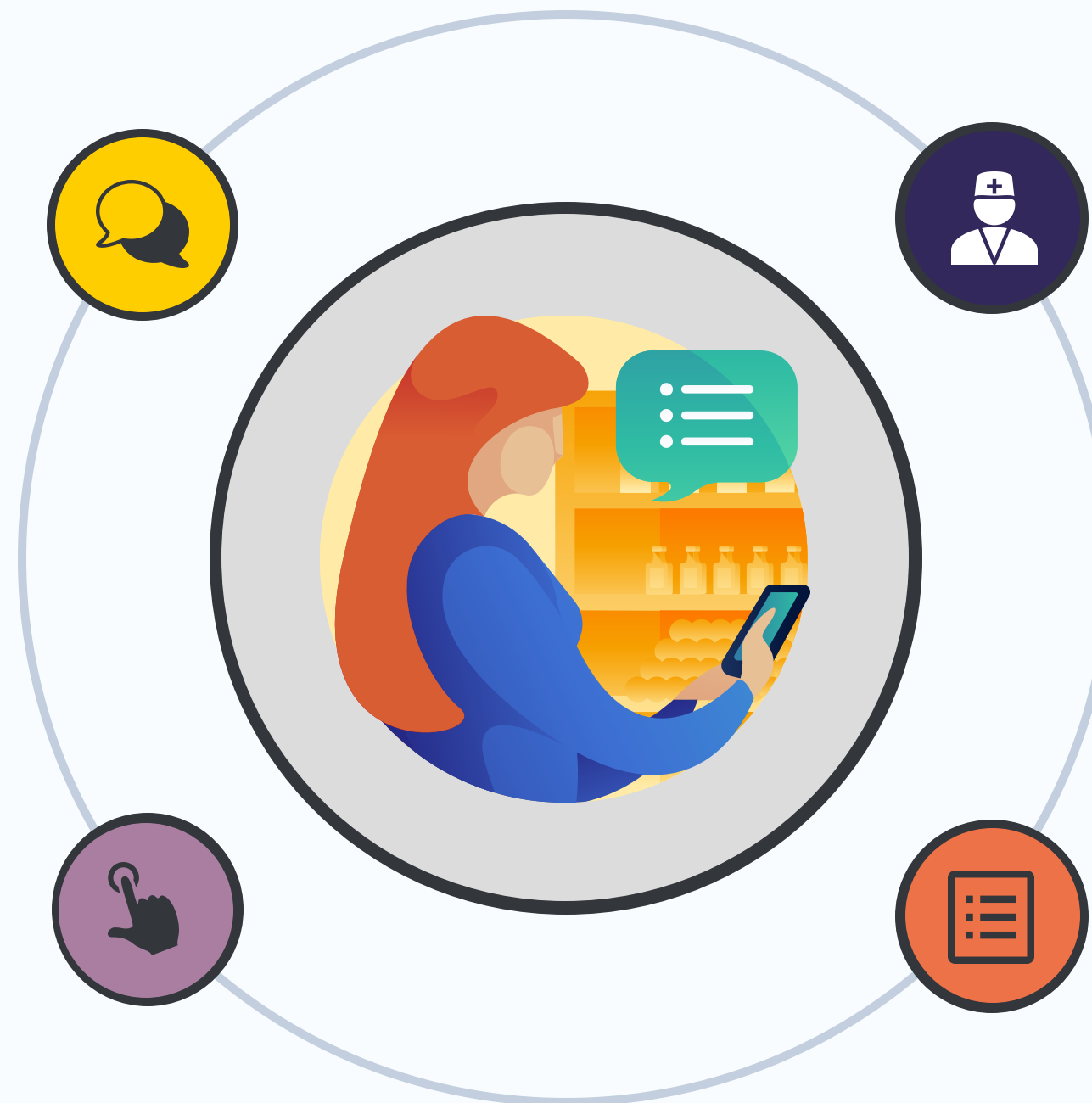
A number of common health and wellbeing scenarios have been presented which aim to provide colleagues with a pathway to seeking and receiving support.

### 1:1 Meeting

During a 1:1 with your Line Manager there will be opportunity for a Wellbeing Conversation and this is the time to highlight any health and wellbeing issues with regards to drug and alcohol addiction. During the conversation, your Line Manager will discuss possible reasonable adjustments or may refer you to Occupational Health allowing for an opportunity to speak to a OH practitioner. The Line Manager can also signpost to internal & external support resources. If there is not a Wellbeing Conversation section during the 1:1, ask for it.

### External Resources

There is a number of external support agencies and charities who provide dedicated addiction and recovery support such as [Edinburgh Alcohol & Drug Partnership](#) and [Alcohol Change UK](#).



### GP Appointment

In the first instance, colleagues are encouraged to visit their GP to discuss support options.

### Alcohol Substance Misuse Policy

Employees are encouraged to refer to the [Alcohol and Substance Misuse Policy](#) which outlines the universities policy on supporting employees who are experiencing negative health and wellbeing issues with regards to drug and alcohol misuse and addiction. We encourage employees to reach out for support.

[Intranet Health & Wellbeing Home Page](#)