



# Respond Ready Workplace

*Integrate naloxone into emergency preparedness programs and be ready to respond to overdose*

# Agenda

- Respond Ready Workplace
- Overdoses at work
- Naloxone Administration
- Program Implementation
- Holistic Substance Use Programming

# NSC Respond Ready Workplace Program

*NSC aims to reduce overdose deaths in worksites by supporting the availability of naloxone, related training and support resources in workplaces*

## Awareness

- Build awareness of naloxone as a safe and effective emergency preparedness tool
- Increase awareness of the importance of addressing SUD and overdose in the workplace
- Reduce stigma

## Access

- Understand and explain how workplaces can obtain naloxone
- Support increased naloxone access for workplace adoption through advocacy and external distribution opportunities

## Adoption

- Increase the number of employees trained on naloxone and overdose response
- Increase adoption of other support materials
- Improve long-term ability of workplaces to address overdose as a component of a recovery-ready workplace program

# Following the Data



# Overdoses Are a Workplace Issue

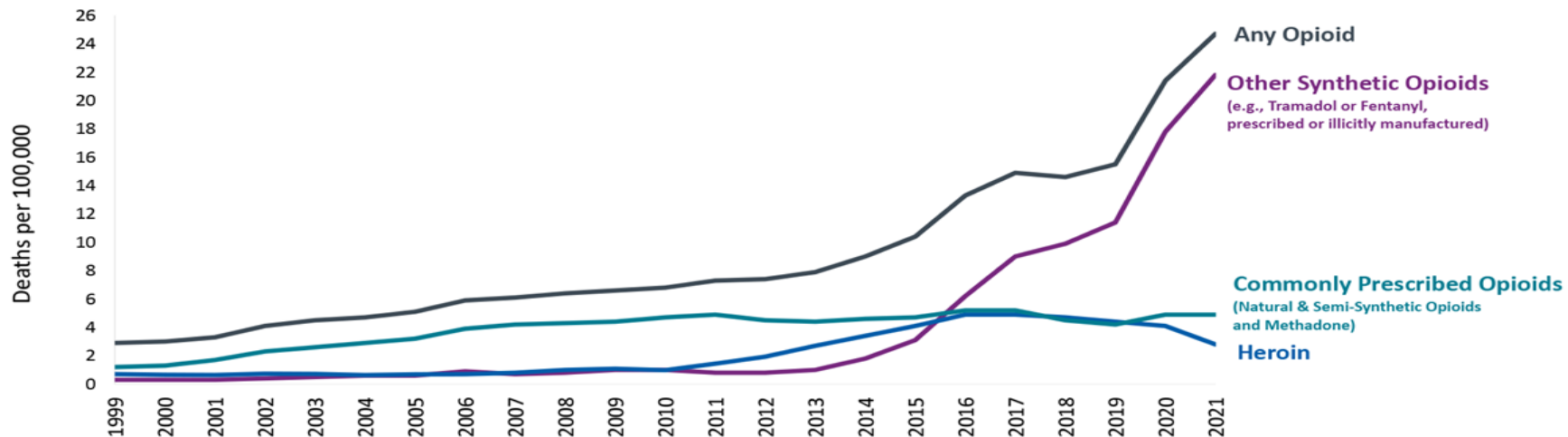
## Workplace Unintentional Overdose Deaths 2011-2022

2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
73	65	82	114	165	217	272	305	313	388	464	525

619% Increase Since 2011

Overdoses Account for 9.6% of All Workplace Deaths

# Three Waves of Opioid Overdose Deaths



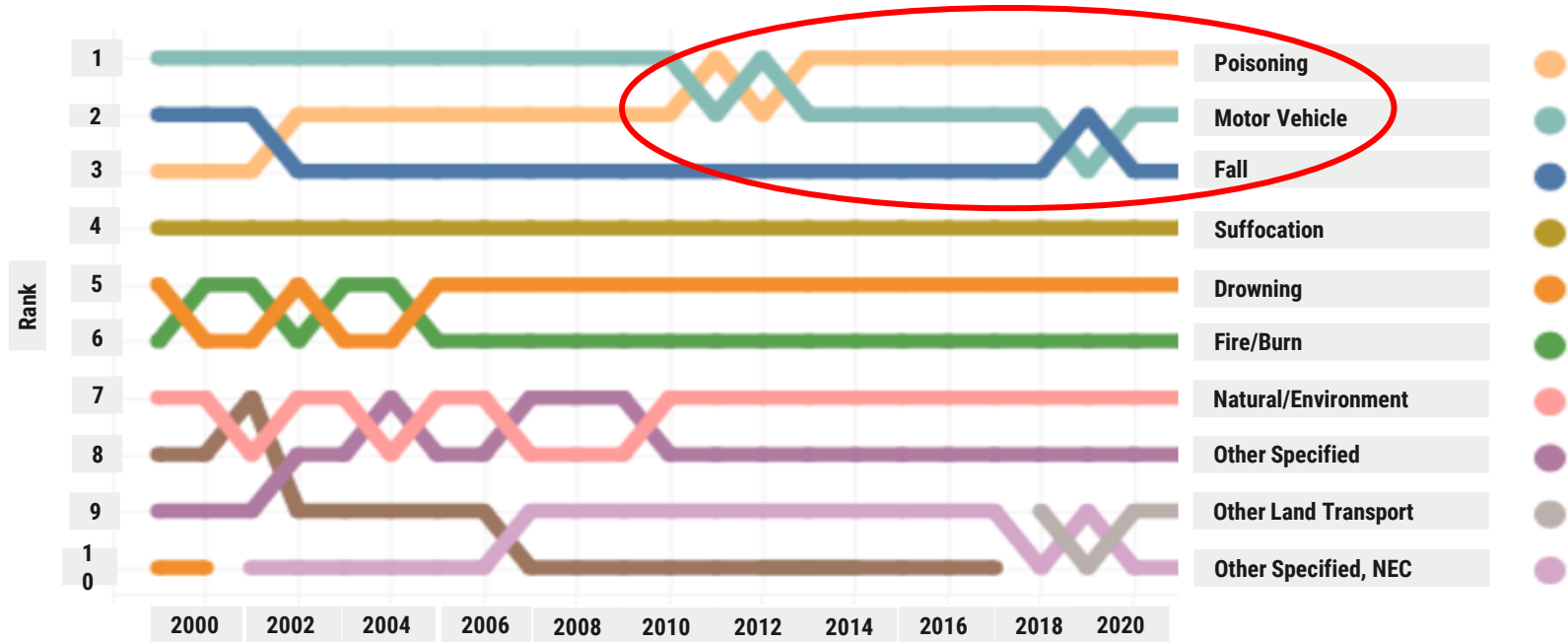
↑  
Wave 1: Rise in Prescription Opioid Overdose Deaths Started in the 1990s

↑  
Wave 2: Rise in Heroin Overdose Deaths Started in 2010

↑  
Wave 3: Rise in Synthetic Opioid Overdose Deaths Started in 2013

SOURCE: National Vital Statistics System Mortality File.

# Preventable Death Rankings



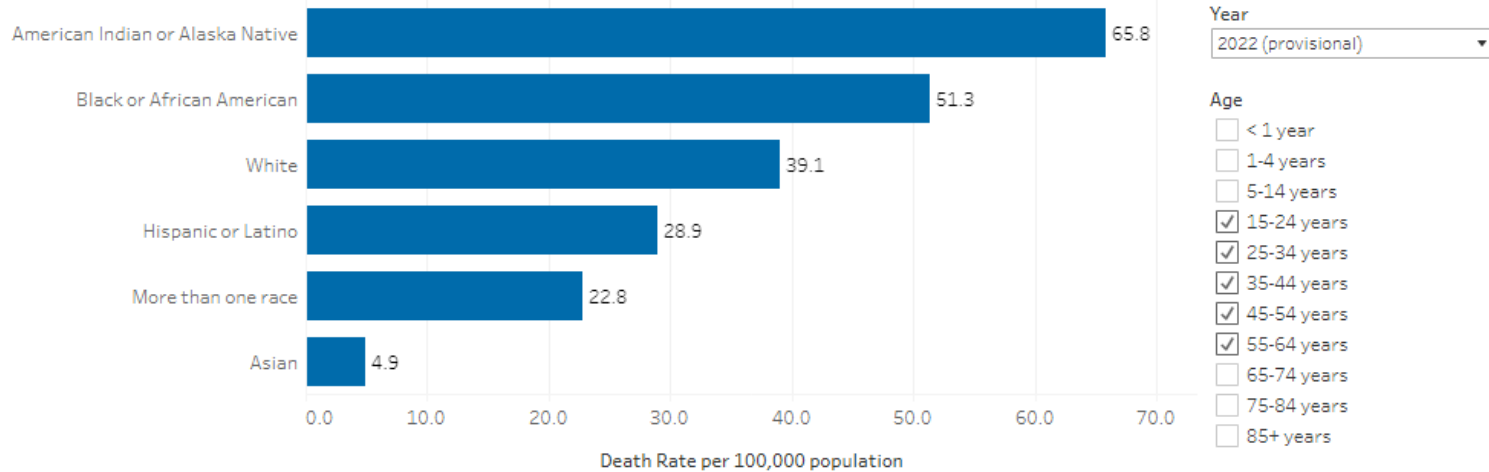
All Preventable Deaths - Not Only Workplace Deaths - <https://injuryfacts.nsc.org/all-injuries/deaths-by-demographics/top-10-preventable-injuries/data-details/>

**Overdoses Are Outpacing Motor Vehicle Crashes**

# Everyone is Impacted



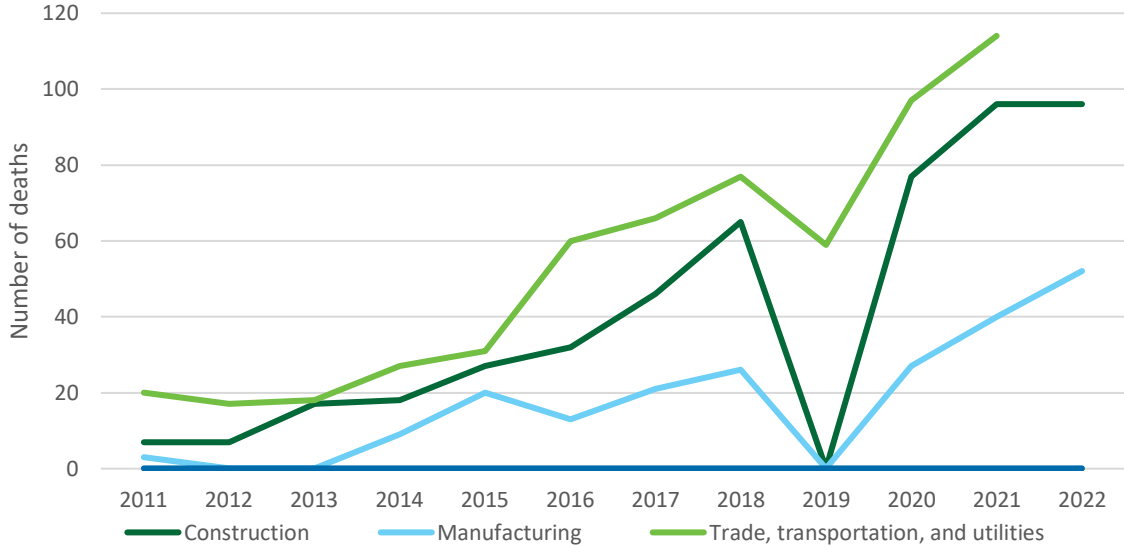
Total Opioid Involved Overdose Death Rate by Race and Ethnicity and Age





# Industries Most Affected by Workplace Overdose

Nonmedical use of drugs or alcohol--unintentional overdose deaths



# The Workplace is a Microcosm of Society

An iceberg floating in blue water. The tip of the iceberg is above the water line, and the much larger base is submerged below. The background is a light blue gradient.

## Overdose deaths are the tip of the iceberg

- Overwhelmed criminal justice system
  - Health care spending
  - Lost productivity
  - Employee Turnover
- Reduced quality of life
  - Family impact
  - Community impact

# Naloxone: An Overdose Preparedness Tool

- Opioids disrupt our brain's ability to regulate breathing
- Naloxone temporarily stops an opioid overdose, allowing a return to normal breathing
- Narcan and RiVive have recently been approved for over-the-counter use



# Naloxone is Safe & Effective

- Multiple studies have found that increased overdose education and naloxone distribution has saved lives
- Only affects individuals undergoing opioid involved overdoses
- Easy to administer – **anyone can save a life!**
- After reviving a person using naloxone, they should receive medical attention just like any other emergency



## Steps to take

- Make sure the area is safe



# What Happens After Naloxone?

Once the person starts breathing again, they might experience:

- Disorientation
- Confusion
- Headache
- Nausea

What responders can do:

- Talk calmly & gently
- Move hazards out of the way
- Reassure the person that they are safe
- Comfort the person & explain what is happening

# How can you create a naloxone program in your workplace?



- Prepare for a new naloxone program and create your policy
- Obtain naloxone and make it available for your organization
- Train employees on the signs of an overdose & how to give naloxone
- Evaluate the program and set the program up for long-term success

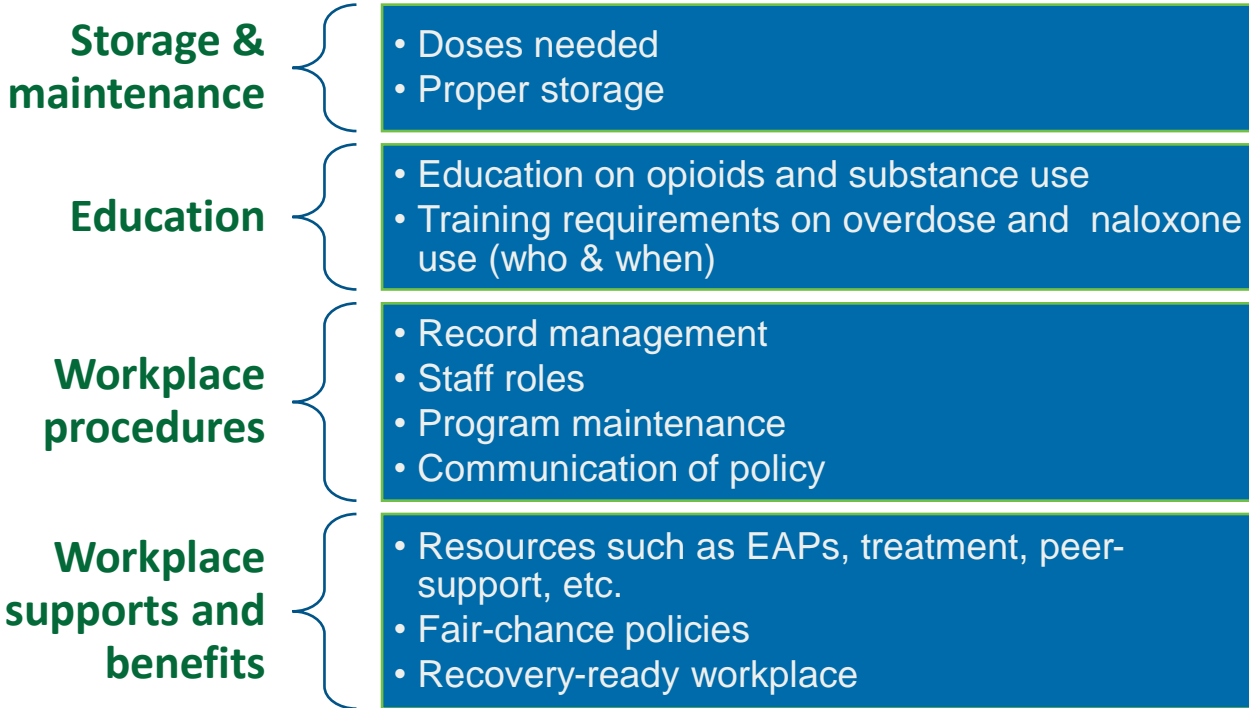
# Action 1: Plan



- Conduct a risk assessment
- Foster organizational buy-in
- Set up a working group
- Combat stigma and educate employees by integrating opioid and overdose content into safety education
- Set your policy



# Naloxone Policy Considerations



*Review all policies with legal professionals*

## Action 2: Access



- 3 products are available OTC
- Refer back to risk assessment and policy to determine how many doses are needed
- Obtain naloxone for all work locations once vendor is identified

# Obtaining Naloxone

- Having naloxone provides a chance for recovery – it does not increase opioid use
- How do I get naloxone?
  - Bulk order with manufacturers – **discount through NSC**
  - Local harm reduction organizations & health departments
  - Local pharmacies & drug stores



**Share  
Community  
Accessibly  
Resources with  
Employees for  
Personal  
Supplies**

# Storage Considerations

- Could be stored in first aid kits or other accessible locations such as AED cabinets
- Doses needed depend on worker density – 2 dose minimum per kit
- Avoid above 104 degrees and under 32 degrees\*
- Expiration date approximately every 4 years\*



# Action 3: Train



- Naloxone nasal spray is very easy to use – train all employees!
- Important to train on signs of an opioid overdose & how to administer naloxone
- Activate emergency response

# NSC Naloxone eLearning Stands Out!

## Uniquely Tailored for the Workplace

Specifically designed include considerations for accessing naloxone, storage, emergency action plans, and employee assistance plans.

## Most Current Course with Latest Recommendations

Continuously updated to reflect the latest guidelines and best practices in opioid emergency response.

## Part of a Comprehensive Safety Program – Response Ready Workplace

Integrated into a broader Workplace Wellbeing Hub, addressing the opioid epidemic's impact on workplace environments.

## Includes on Hands-Only CPR

Focuses on this essential life-saving technique, crucial due to the high risk of cardiac arrest in opioid overdose cases.

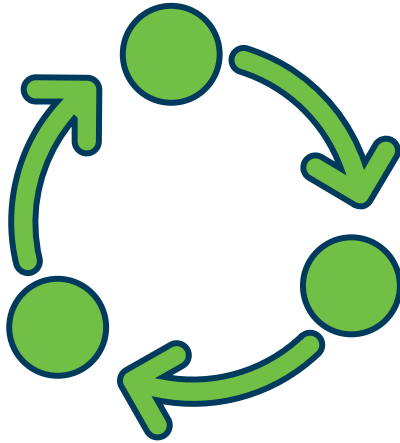
## Extensive Training on Naloxone Administration

Covers all aspects of using different forms of Naloxone effectively, considering its over-the-counter availability.

## Interactive Training on How to Administer Naloxone

Ensures participants acquire the skills needed for practical application in real-life situations.

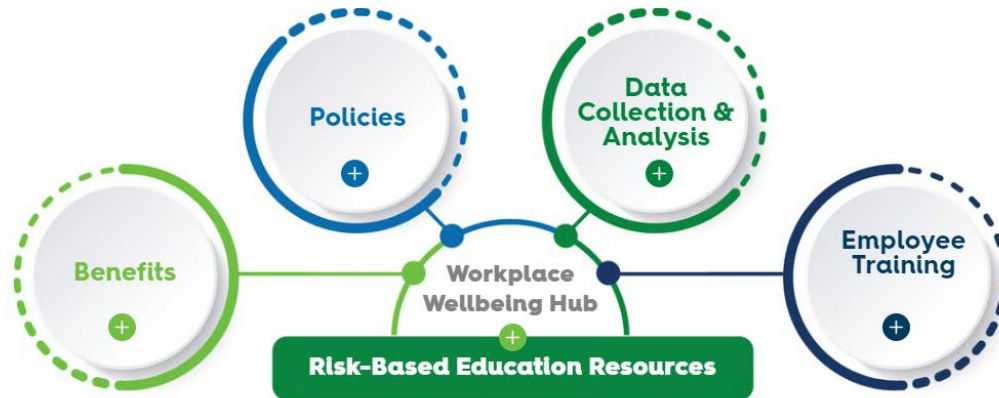
## Action 4: Maintain



- Support both overdose victim and bystanders after an overdose occurs
- Data management related to naloxone use and overdose
- Integrate product replacement plan and training requirements into existing update cycles
- Continued stigma reduction & education
- Evaluate program

# Workplace Wellbeing Hub

- **Timeline:** Launching in March
- **Initial focus:** Substance use & mental health
- **4 key areas:** benefits, policies, data collection, employee education & training







**Save lives, from the  
workplace to anyplace.™**

**Thank you!**

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