

Maximising Employee Performance - Minimising the Impact of Substances (MEPMIS)



	Maximaal inzetbaar, minimaal middelen gebruik
	Hámörkum velgengni allra á vinnustaðnum og lágmörkum áhrif áfengis - og vímuefna
	Ottimizzare la produttività, minimizzando l'impatto di sostanze psicoattive
	Firma bez uzależnień - zwiększenie produktywności pracowników

MEPMIS is a project funded by the Leonardo Programme, part of the European Commission's Lifelong Learning Programme. The Leonardo Programme supports the development of skills and training and supports European projects to discuss common issues or develop training materials, courses and frameworks.

The MEPMIS project will commence in October 2009 and brings together agencies from the UK, Eire, Greece, Iceland, Italy, the Netherlands and Poland to help small and medium sized enterprises deal proactively and positively with the issue of employees using alcohol and drugs in a way that impacts on their work performance.

In the context of the global marketplace and the need to remain competitive, inappropriate use of alcohol and drugs by employees is presenting an increasing number of European employers with problems in their workplaces. These include increased sickness absence, lower levels of performance and reduced productivity of staff.

Line managers and supervisors have a key role to play in developing and promoting good corporate practice and minimising the effects on the company of inappropriate use of alcohol and drugs by staff. To do this, and bear in mind that they may well use alcohol or drugs themselves, they may be 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 aim of the MEPMIS project is to develop a training resource (web based, & face to face (hard copy)) for trainers, and managers in small and medium sized enterprises (SMEs), that will equip them with the appropriate skills and sufficient knowledge and understanding to enable them to deal both proactively and reactively with the issue of alcohol and drug use by staff when that impacts on their work and employment.

The project team would love to know your thoughts and views on this – once the project has commenced formally you will be able to do this via the dedicated website, until then please use our email address info@work2health.org.uk if you would like to learn more about the project or to share your thoughts on this important topic with us.