


Alcohol and your business

Working together with  Alcohol Health Network

Alcohol's big risks

Alcohol misuse can impact your health, causing heart muscle damage, high blood pressure, and diseases such as liver problems, stroke and some cancers. By raising alcohol awareness in the workplace, you can help support employees to understand the risks of drinking above guidelines, as well as help those who need to cut down and develop a healthier and more effective workforce, helping to prevent long-term health damage.

It's estimated that **UK businesses lose more than £7 billion every year¹** due to employees who drink excessively. Alcohol misuse in the workplace can also create risks for your business, such as:

- Absenteeism
- Inconsistent performance
- Damaged customer relations
- More frequent mistakes

Line manager training and alcohol awareness

Intervention is essential, but first, it's important line managers understand how to manage alcohol problems effectively and confidently. Alcohol awareness training can help you understand and recognise the signs of alcohol problems, deal with them effectively and increase the health and wellbeing of your employees.

Through Aviva Group Income Protection, you have access to a range of training support, delivered by The Alcohol Health Network.

Meet the Alcohol Health Network

The Alcohol Health Network was set up in 2012 and is on a mission to promote greater alcohol awareness, and reduce alcohol harm in the UK, including in businesses. They believe:

“ Everyone should understand the risks of drinking too much and be supported to drink safely, stay healthy, work productively and live well for longer. ”

¹Alcohol Health Network 'Alcohol & Workplace Wellbeing A Guide for Employers' document www.alcoholhealthnetwork.org.uk.

Training options

1 Lunch & Learn Webinars - How to Develop Healthy Drinking Habits so that you Thrive in and Outside of Work (45 mins)

Alcohol Awareness for all employees, especially useful for multi-site organisations. Our lively, interactive webinars cover the basics of alcohol awareness, as well as tips on staying healthy and how to talk to someone you are concerned about.

2 Alcohol and Health Training for Health Champions (2 hours)

Face to face training for your health champions or mental health first aiders. The session covers how to have sensitive, considered conversations about alcohol with a colleague. Participants learn how to recognise an alcohol problem, how it might impact on mental health and where to signpost colleagues to for more support.

3 Managing Alcohol Problems (2.5 hours)

Face to face alcohol training session providing line managers with the skills, confidence and knowledge to recognise the signs of alcohol problems in the workplace and manage these sensitively, effectively and in line with your alcohol policy. The session includes how to raise concerns, signpost and provide ongoing support.

4 30 Day Drink Less Email Programme

Based on counselling and wellbeing techniques our 30 Day Email Programme helps employees understand their drinking and manage how much they drink and when they drink. 10 minute exercises, every day for 30 days.

5 Alcohol and Health Roadshow with Alcohol-Free Drinks Tasting

A fun way for your employees to sample alcohol-free drinks, pick up information leaflets and speak to our consultants. For any occasion, from large corporate wellbeing fairs to team events and evening receptions.

6 Drink Checker – online self assessment website

Allows your employees to check their drinking anonymously and receive feedback on their drinking levels and how they might be affecting their health. Drink Checker can carry your company logo and can signpost heavy drinkers to your Employee Assistance Programme.

Aviva workplace wellbeing

As well as these courses, Aviva's Group Income Protection provides access to a range of other wellbeing programmes, all of which can be tailored to your business's needs.

Your business could benefit from:

- Increased productivity and engagement
- Reduced absenteeism and its associated costs
- Improved staff retention

All Workplace Wellbeing solutions are non-contractual benefits Aviva can change or withdraw at any time.

Find out more

Contact us at wellbeing@aviva.com and we'll get back to you to discuss your training needs, timescales and costs.

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