

## **Professional Leaflet Series – Employers**

### **DRAFT TEXT Conference 2025**

Proposed text for external leaflet for Employers.

If approved by Conference, the text will be formatted into a leaflet which follows the new AA 'Family Guidelines', with input from the Employment Sub Committee.

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### **Alcoholics Anonymous as a Resource for Employers**

#### **Our Aim**

This pamphlet provides information about Alcoholics Anonymous (AA) as a resource that employers can utilise in helping people with alcohol problems.

#### **What is AA?**

Our primary purpose is for our members to stay sober and help other alcoholics to achieve sobriety. Alcoholics Anonymous is self-supporting and remains independent from any other organisation.

Members are encouraged to follow AA's 12-step recovery programme. There is no waiting time to access AA, and it is free.

#### **How AA views Alcoholism**

AA members view alcoholism as a progressive illness of emotional (or mental) and physical components. Once we start drinking, we find we have little control over the amount we drink, and when we honestly want to, we find it almost impossible to quit entirely by ourselves.

Through their own experience, AA members have found that they can never safely use alcohol in any form at all; 'once an alcoholic always an alcoholic.' If a member applies AA principles in their lives, one day at a time, they find that they can recover and lead fulfilling, useful happy lives without needing to drink.

#### **Alcoholism & The Employer**

Many members have come to AA as a result of contact with a well-informed non-alcoholic. We seek to co-operate with employers and others to reach those with our problem.

Many of us have witnessed difficulties that problem drinkers create for their employers:

- declining standards of work and lower output
- absenteeism and high levels of sick leave
- strained relationships

- health and safety risks they pose for themselves and others

The problem often lies with trying to identify the person with a drink problem, especially as the alcoholic is usually the last person to admit that alcohol is causing them problems. The alcoholic's resistance to accepting help can be frustrating. Alcoholics tend to be evasive when questioned about their drinking. They may resist any suggestion that alcoholism is involved, and may be equally resistant to the suggestion of trying Alcoholics Anonymous.

### Examples of AA Co-operation

AA members can:

- Develop cooperation with local employers
- Provide literature, posters, and meeting lists to inform both professionals and their teams about AA
- Organise demonstration AA meetings in the workplace for professionals where they can ask questions and discuss what they have heard
- Share personal experience by telling their stories of recovery in AA to professionals
- Conduct informative presentations to staff or as part of formal team meetings both in person and via online conferencing

Where links between an individual's problems at work and drinking have been identified, employers can ensure that these people are made aware that AA exists, and that we might be able to help them. This may start the individual's recovery journey. Some do not engage with our solution immediately, but many eventually return after that first contact.

AA sees continuity of recovery as crucial to the success of outcomes for the individual.

### AA meetings

There are two main types:

- The **Closed** Meeting: Is intended for alcoholics and for those with an alcohol problem who have a desire to stop drinking.
- The **Open** Meeting: Is intended for alcoholics and non-alcoholics e.g., family, friends and anyone interested in AA and alcoholism.

Professionals are welcome at open meetings of AA. Many have reported that going to AA open meetings is the best possible way to get a feel for the form and dynamics of AA. We suggest trying several; no two are exactly alike. Open meetings can provide a vivid demonstration of the fact that many alcoholics can recover. This experience may prove very helpful for professionals, even more so to the alcoholics with whom they are engaging.

Having a newcomer attend their first AA meeting with an existing member is desirable, although not essential. Established members can share experience as former problem drinkers; this enables newcomers to get the identification they need to start on their journey of recovery.

AA is not a religious organisation, it is not allied with any religious group, nor does it tell its members what to believe. The 12 Steps of recovery suggest belief in a 'Higher Power', but the form that this Higher Power takes, is entirely up to the individual member.

AA membership represents a broad cross-section of society and includes people with religious beliefs, atheists and agnostics.

### **AA availability**

- There are 'in person' AA meetings every day and night of the week throughout the UK
- There are online meetings 24 hours a day, seven days a week
- AA also offers an online response and chat now service between 7am and 10pm, seven days a week

Information about these and the services AA offers for professionals can be obtained by telephoning the General Service Office in York 01904 644026, the Northern Service Office in Glasgow 0141 226 2214, or the Southern Service Office in London 020 7407 9217.

### **Helpline Contact Details**

- Telephone - National Helpline 24hrs: 0800 917 7650
- Email - [help@aamail.org](mailto:help@aamail.org)
- CHAT NOW facility at - [www.alcoholics-anonymous.org.uk](http://www.alcoholics-anonymous.org.uk)
- Website - [www.alcoholics-anonymous.org.uk](http://www.alcoholics-anonymous.org.uk)

Link to find local provision on website <https://www.alcoholics-anonymous.org.uk/find-a-meeting/>

The general AA mailing address is:

AA General Service Office

PO Box 1

10 Toft Green

York

Y01 7NJ

01904 644026