The **Hidden** Impact of Alcohol and Drugs in the Workplace
Presentation Outline

What industries have an AOD problem?

Strategies to reduce your risk

Case Studies – what other workplaces have implemented
## Impaired at Work?

<table>
<thead>
<tr>
<th>Cannabis Use</th>
<th></th>
<th>Alcohol Use</th>
<th>%</th>
<th>Meth/Amph Use</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mining</td>
<td></td>
<td>Mining</td>
<td>24</td>
<td>Mining</td>
<td>1</td>
</tr>
<tr>
<td>Agriculture</td>
<td>21</td>
<td>Agriculture</td>
<td>20</td>
<td>Agriculture</td>
<td>5</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>20</td>
<td>Manufacturing</td>
<td>20</td>
<td>Manufacturing</td>
<td>5</td>
</tr>
<tr>
<td>Transport</td>
<td>20</td>
<td>Transport</td>
<td>15</td>
<td>Transport</td>
<td>5</td>
</tr>
<tr>
<td>Construction</td>
<td>25</td>
<td>Construction</td>
<td>19</td>
<td>Construction</td>
<td>5</td>
</tr>
<tr>
<td>Retail</td>
<td>22</td>
<td>Retail</td>
<td>18</td>
<td>Retail</td>
<td>5</td>
</tr>
<tr>
<td>Finance</td>
<td>22</td>
<td>Finance</td>
<td>20</td>
<td>Finance</td>
<td>4</td>
</tr>
<tr>
<td>Hospitality</td>
<td>27</td>
<td>Hospitality</td>
<td>21</td>
<td>Hospitality</td>
<td>9</td>
</tr>
</tbody>
</table>

Employee **died** while attending a work conference.

- Unlimited drinks during the conference dinner
- Heavily intoxicated he left the conference to buy drugs
- Disorientated, he fell off a cliff

**Points:**

- Company run event; with work the next day
- Unlimited supply of alcohol
- What message is this sending to your employees?
Duty of Care

Even though you may **not** have any alcohol or drugs in your system, workplace safety can be compromised for much **longer**.
Is Drug Testing the Answer

Topical Issues

- Fit for Work vs Use
- Reward vs Return
- Australian Standards
- New Psychoactive Substance
What we know works!

- Comprehensive Policy
- Communication
- Education

See our website for free information on how to get started
www.adf.org.au/workplace
Elements of a Training Program

- Timeliness
- Right message
  - evidenced based
- Tailored to suit your specific workplace
  - personalised to demographic
  - workplace appropriate
- Method of delivery
- Focus...PREVENTION
Case Studies

**NRL**
- 5 year cultural change program
  - Policy – club specific
  - Events
  - Player Education
  - Alcohol management at games

**Australian Defence Force**
- 2 year cultural change program
  - Policy - whole of organisation
  - Events
  - Annual Education
  - Leadership Training
  - Data collection and management
  - Command guidance/support

**Whole of organisation approach**
**One in...All in**

**Strong leadership from the top**

**Frequent communication and engagement**
Employee dismissed with 0.07% blood alcohol concentration. **Dismissal upheld.**

- Organisation had an **alcohol & drug policy**
- The alcohol & drug policy was **communicated**
- Employee received **education** about alcohol & drug

**Points to remember**

- ✔️ **Education** of alcohol & drugs
- ✔️ **Clear** alcohol & drug policy in place
- ✔️ **Communication** of policy to all employees
- ✔️ **Consistently** applied policy to all employees
It is unlikely any single one strategy will be appropriate for all workplaces

Best practice measures
- Tailored to your workplace
- Adopt a multifaceted approach
- Lead from the top down
- Whole of organisation approach
Natasha Jager
National Manager, Workplace Services

natasha.jager@adf.org.au
adf.org.au/workplace

Free Factsheets