

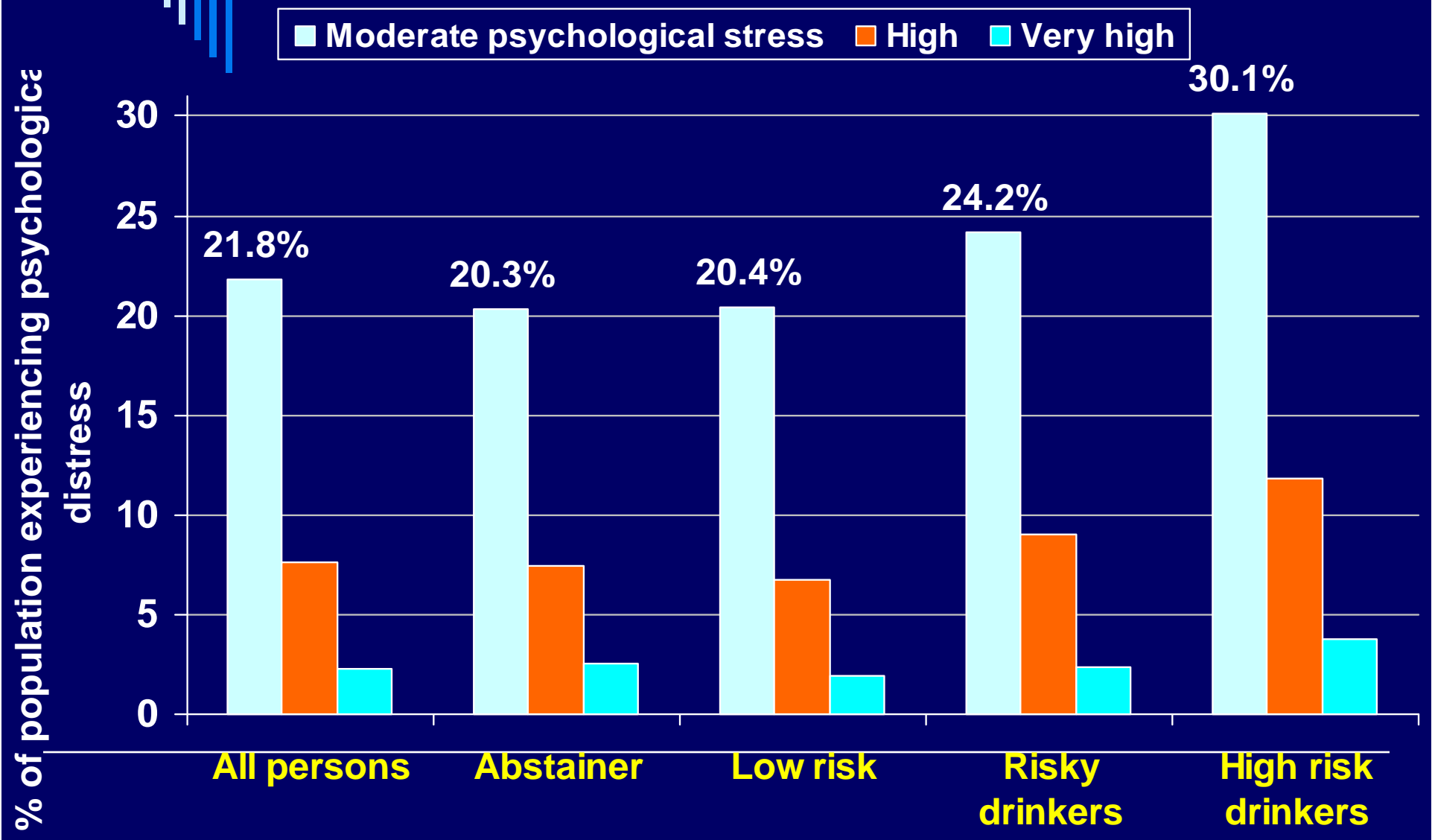
Put in Fear,
Verbally or Physically Abused

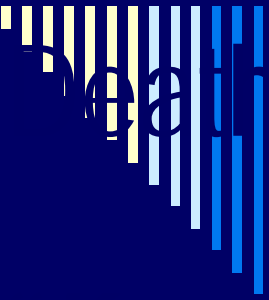


Psychological Distress



Proportion of survey population experiencing moderate, high and very high levels of psychological distress by drinking status, Australia 2004





Health



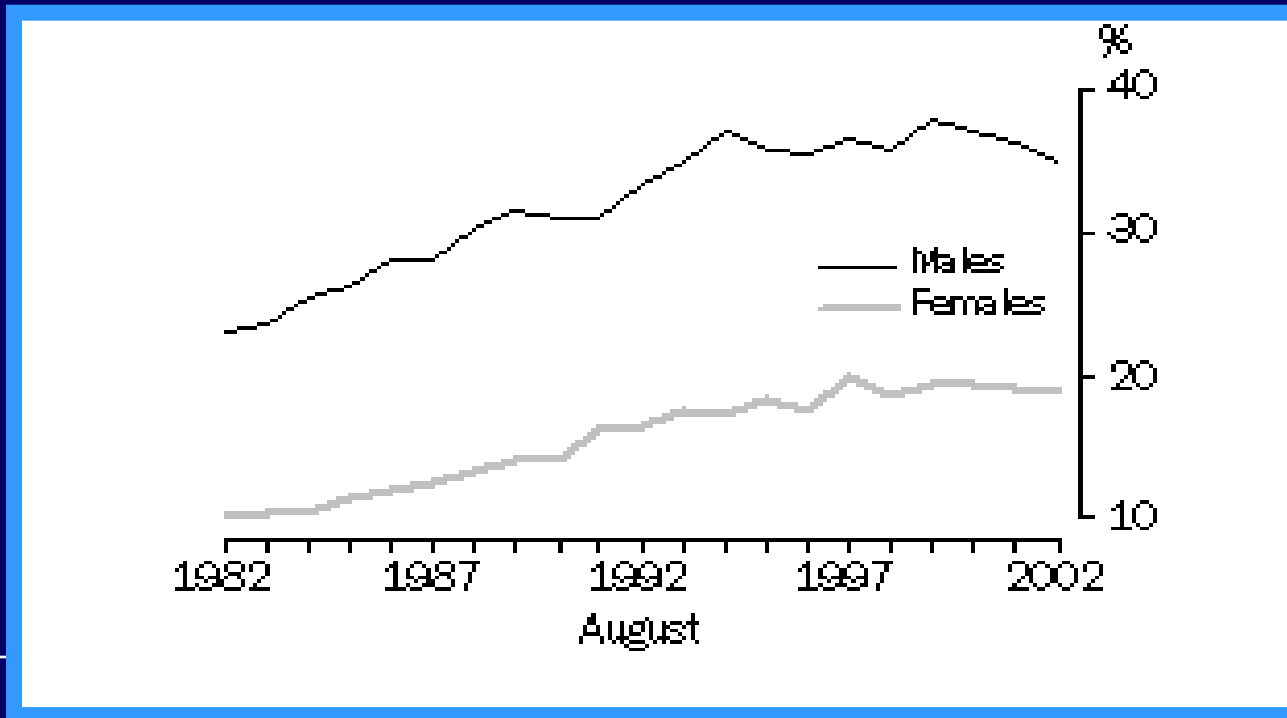
Stressors in the Workplace



Drawing by Simon Kneebone

Working Hours

- Australia
- New Zealand
- United States



Source:
**ABS Labour
Force Survey**

10 Summary Points

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

High
Cost



1. Alcohol & Other Drug Policy



□ Limitations

- Needs to incorporate additional strategies

DRUGS or ALCOHOL? NOT AT WORK!

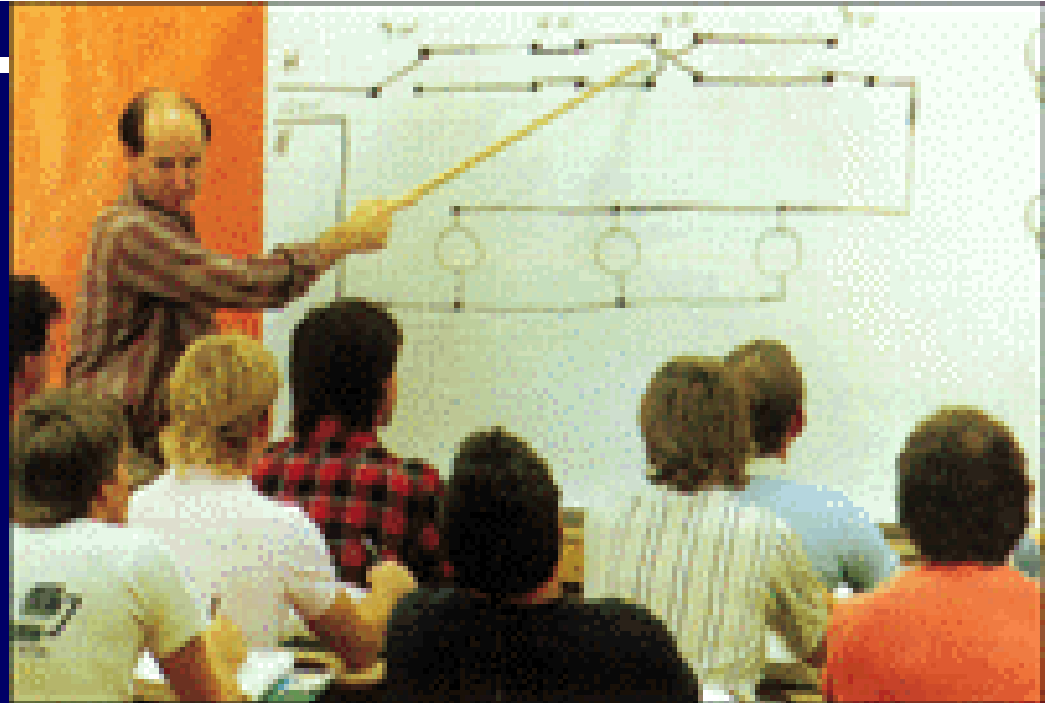
SITE POLICY

DRUGS or ALCOHOL? NOT AT WORK!

1. Safety is paramount on building sites.
2. This policy applies to everyone on site without distinction.
3. A person dangerously affected by drugs or alcohol will not be allowed to work until that person can work in a safe manner.
4. The decision on a person's ability to work in a safe manner will be made by the Safety Committee.
5. A person affected by drugs or alcohol will be cautioned in accordance with the agreed procedure.
6. The Safety Committee will provide information to persons seeking help for their drug or alcohol problem.
7. Sick leave or leave without pay can be negotiated to enable rehabilitation and counselling.
8. No one will be disadvantaged in the workplace as a result of undertaking a rehabilitation program.

DRUG AND ALCOHOL PROGRAM
Call the Drug and Alcohol Project Worker
ph:8373 0122 mobile:0418 847 180

2. Education & Training



□ Limitations

- Workplaces may have limited resources to develop and deliver training & education programs

3. Counselling & Treatment



□ Limitations

- Difficult for workplaces to identify & access service providers
 - Focus on individual workers
-

4. Employee Assistance Programs



□ Limitations

- Focus on individual workers
-

5. Drug Testing



□ Limitations

- Focus on illicit drugs
 - Focus on individual workers
 - Can have negative outcomes
-



6. Health Promotion



Limitations

-  Alcohol & other drugs not the main issue
-

7. Brief Interventions



drinking
decisions

a guide for drinkers



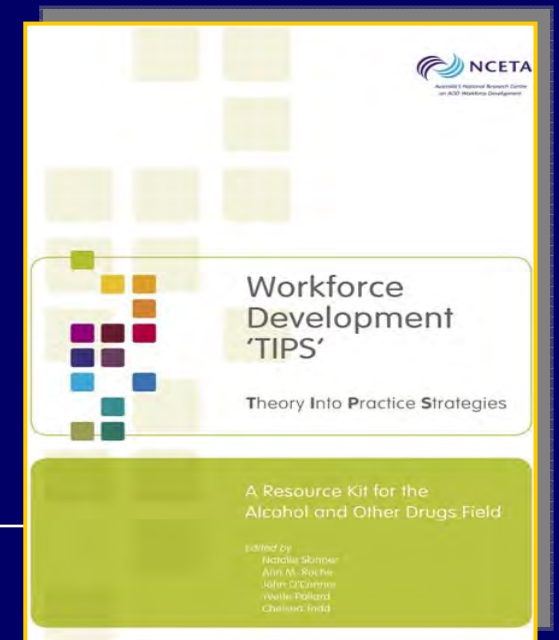
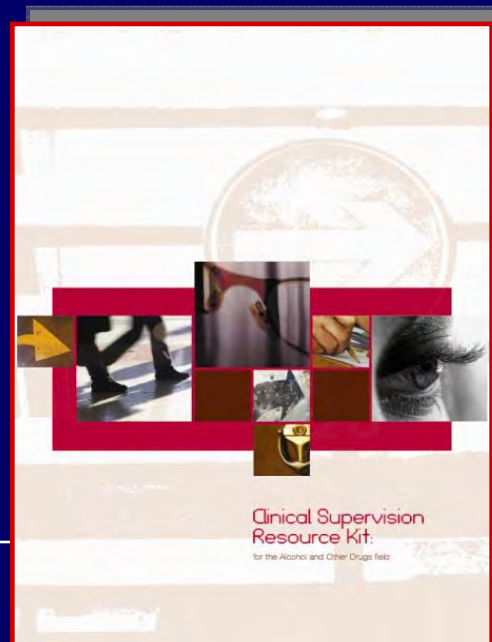
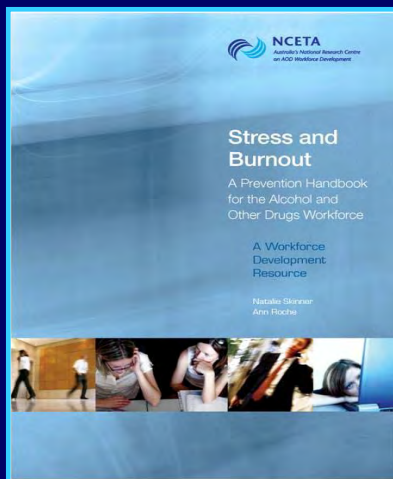
□ Limitations

- Needs to be part of additional strategy
-

NCETA Resources

Pre

-
-
-
- www.nceta.flinders.edu.au





Alcohol and work

Patterns of use,
workplace culture
and safety

*Ken Pidd, Jesia G Berry, James E Harrison
Ann M Roche, Tim R Driscoll, Rachel S Newson*



Complimentary
copies available

Workplace Drug & Alcohol Use Information & Data Series

Information & Data Sheets



NCETA
National Centre for
Employment
Information & Data Series

Information & Data Sheet 1

Workers' Patterns of Alcohol Consumption

And Risk to Health

Identifying the alcohol consumption patterns of the workforce is important in terms of the health and wellbeing of workers and also from the employers' perspective in terms of performance, productivity and safety issues. However, until recently relatively little was known about the drinking patterns of Australian workers. Accurate information about workers' drinking patterns is essential for the development of appropriate and effective policy and intervention strategies.

Work-related Drinking
Traditionally, work-related drinking has been conceptualised as drinking that occurs at the workplace and during actual work hours or immediately prior to commencing work. This is a very narrow conceptualisation of work-related drinking. It does not include drinking that occurs outside normal work hours and that may be influenced by workplace factors, such as social events or other workplace factors.

Relatively little alcohol is consumed by Australian workers before work or during work hours, however, large proportions of the workforce engage in work-related drinking. Such work-related drinking might exclude socialising with co-workers at the end of working day. The workplace is increasingly recognised as a powerful shaper of behaviour, including drinking.

What is Risky Drinking?
Drinking beer as is not necessarily problematic. It is alcohol in a pattern of drinking that is important. This includes when, when, how much and how often alcohol is consumed. Australia's National Health and Medical Research Council (NH&MRC) defines risky drinking in two ways. The first is in terms of harm that might be incurred in the short term i.e., the more immediate effects, and the second is the longer term effects of drinking over the long term. Different patterns of consumption can contribute to short or long term harms as shown in Table 1.

Table 1: National Health and Medical Research Council Australian Alcohol Guidelines

Risk of long-term harm	Low risk (Standard drinks)	High risk (Standard drinks)
Men	Up to 4 (on any one day)	7 or more (on any one day)
Women	Up to 3 (on any one day)	5 or more (on any one day)
Men	Up to 14 (per week)	25 or more (per week)
Women	Up to 10 (per week)	20 or more (per week)

Access to alcohol and other drug issues
Needs and resources of individual
workers are likely to be more effective than
... are listed in Table 1 with a brief

g to alcohol- and other drug-related issues

Limitations
If an intervention strategy can be used to incorporate other strategies, the workplace may not have resources to fund it. It is difficult for individual workplaces to access without service providers. In an individual problem workers, as an individual problem workers, an individual strategy may have unexpected negative outcomes. It is generally accepted that workplace policies are important in determining employees' actions concerning alcohol use. Policies are those that determine on how to deal with alcohol problems. The objectives of the policy and clearly roles for achieving these objectives, and personnel involved in the physical and industrial environment.

Age differences

There is a significant difference in the pattern of alcohol consumption between young and old workers. Figure 2 shows the proportion of alcohol consumption by age group.



Workplace Resources

Responding to Alcohol and Other Drug Issues in the Workplace

The cover features the NCETA logo at the top left. The title is centered in blue text. Below the title is a horizontal strip of four images: a woman in a business suit looking at a tablet, a man in a blue shirt working at a control panel, a group of workers in hard hats on a construction site, and two men in suits talking. The bottom half of the cover has a blue background with a pattern of circles and the word 'KIT' in large, semi-transparent letters.

NCETA
Australia's National Research Centre
on AGD Workplace Development

A TRAINING KIT
to respond to
ALCOHOL
and other
DRUG ISSUES
in the
WORKPLACE

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An **INFORMATION** and
RESOURCE PACKAGE
to respond to
ALCOHOL
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DRUG ISSUES
in the
WORKPLACE

Alcohol and Other Drugs Factsheets



