

Managing Workplace Drug and Alcohol Challenges

As a workplace manager, navigating drug and alcohol challenges requires a proactive and supportive approach. A safe and productive workplace starts with clear policies, open communication, and access to professional support.



Understand Your Duty of Care: Workplace safety is a legal and ethical responsibility. Employers must address risks, including those related to substance use, to maintain a safe work environment.

Foster a Safe Workplace Culture: Regularly review policies to align with legislative changes. Proactively addressing safety helps prevent complacency and supports well-being.

Establish Clear Reporting Processes: Employees should have a confidential way to raise concerns about their own or a colleague's substance use. A well-defined process fosters support and early intervention.

Demonstrate Organisational Commitment: Reinforce workplace support by discussing drug and alcohol safety in staff meetings. Guest speakers can further educate employees and reduce stigma.

Encourage EAP Support: Ensure employees and their families can access Employee Assistance Program (EAP) services confidentially. Display EAP posters and consider awareness sessions.

Offer Training and Resources: Provide educational materials, training, and referral contacts to keep staff informed and prepared.

Recognise Risk Factors: Workplace conditions like long hours, isolation, shift work, or organisational change can increase risks. Awareness allows for proactive prevention.

Lead by Example: Managers set workplace norms. At functions, offer food with alcohol, encourage responsible drinking, and provide transport options.

Address Concerns with a Focus on Safety: It's not always possible to visually identify impairment. Focus on observed behaviours and workplace safety rather than making accusations.

Support Long-Term Recovery: Recovery takes time. Workplace support can help employees regain stability and productivity while fostering a culture of care.

To book an appointment with one of our counsellors, call or scan the QR Code



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