

Northwestern Health Unit



Series 2 – Substance Abuse Prevention in the Workplace

Part C: Workplace Alcohol & Drug Policy





Introductions



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Audio and PPT



This presentation is part C of a substance abuse prevention in the workplace series by the Northwestern Health Unit.

Should you choose, an audio presentation accompanies these slides. Please follow along.



Workplace Alcohol & Drug Policy

The overall purpose of this presentation is to understand the legal issues of substance use & the importance of an alcohol and drug policy in the workplace.



Workplace Alcohol & Drug Policy in the Workplace



Topics of discussion include:

Drug & Alcohol Abuse

Why an Alcohol & Drug Policy in the Workplace?

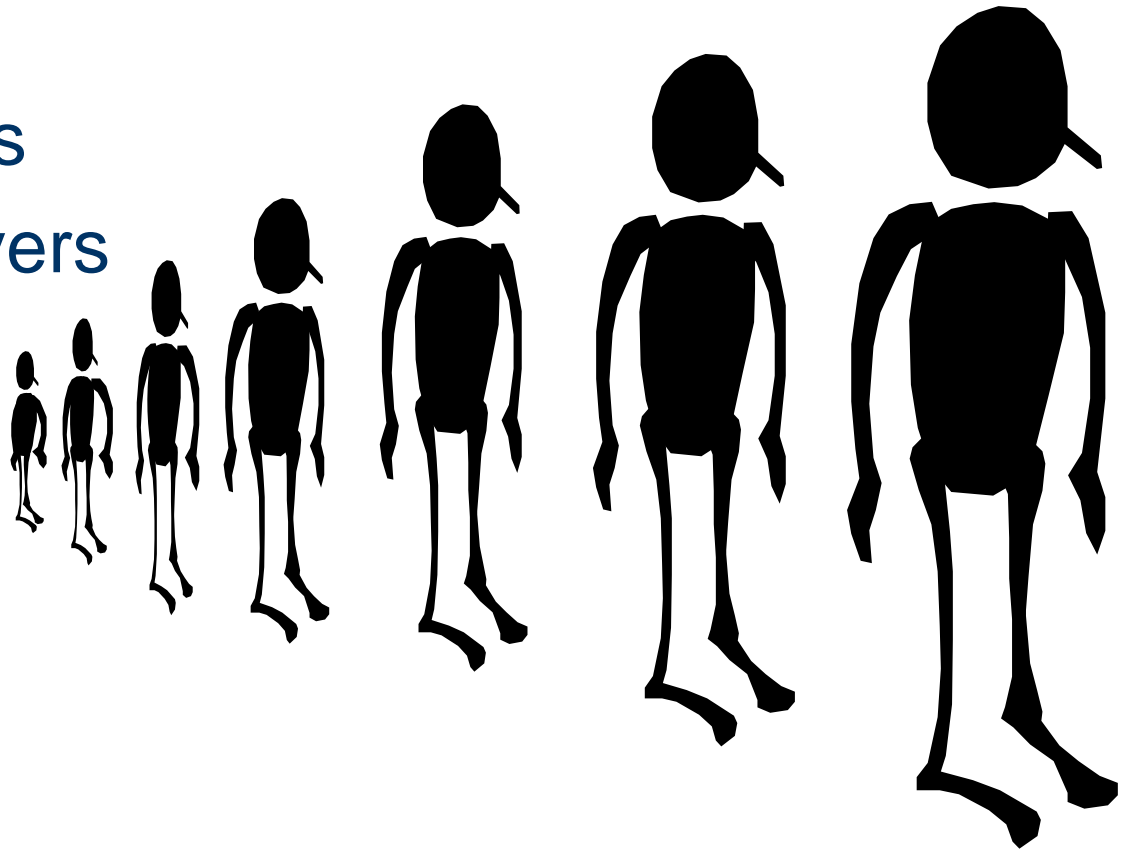
Workplace Liability

Conclusion

For More Information

Alcohol & Drug Abuse

- ◆ For workers
- ◆ For employers





Why an Alcohol & Drug Policy in the Workplace?

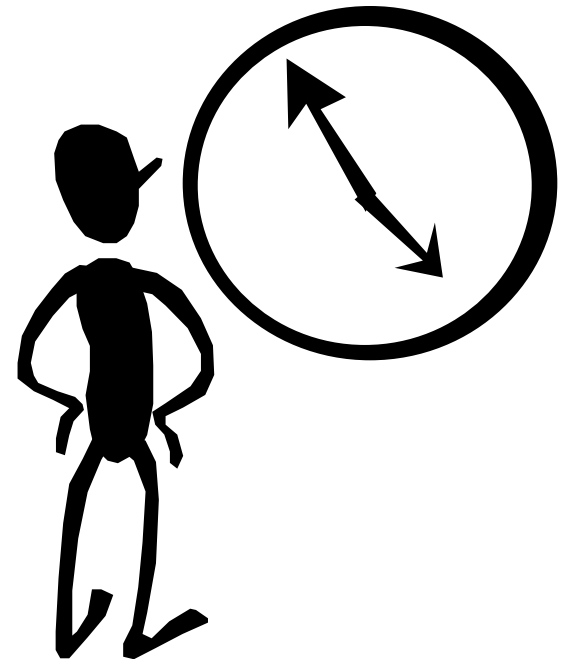
Why Develop & Implement an Alcohol & Drug Policy?

- ◆ Workplace safety
- ◆ Promote healthy behaviours
- ◆ Prevention initiatives
- ◆ Support for successful recovery

Why an Alcohol & Drug Policy in the Workplace?

Potential losses to workplace:

- ◆ Absenteeism
- ◆ Increased overtime pay
- ◆ Tardiness
- ◆ Sick leave
- ◆ Health insurance claims
- ◆ Accidents



Why an Alcohol & Drug Policy in the Workplace?

Potential hidden losses:

- ◆ Supervisor time for dealing with reports
- ◆ Employee conflicts
- ◆ Waste of time
- ◆ Poor decisions
- ◆ Damage to public image
- ◆ Personnel turnover
- ◆ Premature death

Why an Alcohol & Drug Policy in the Workplace?

Potential losses to legal claims:

- ◆ Worker's compensation
- ◆ Disciplinary actions
- ◆ Grievance & other legal procedures
- ◆ Threat to public safety
- ◆ Illegal drug trafficking in the workplace
- ◆ Security issues



Workplace Liability

Hosting, organizing or sponsoring workplace events:

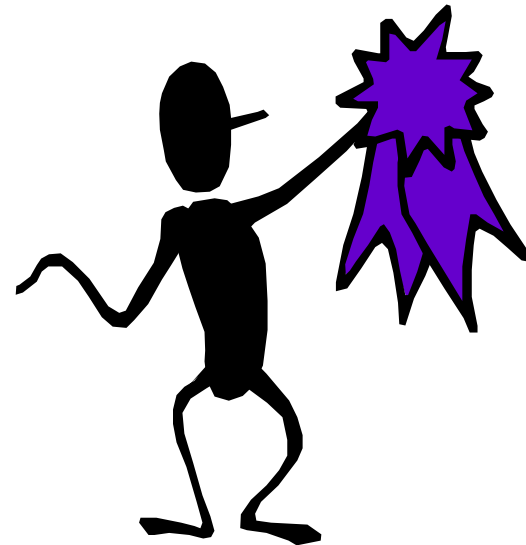
- ◆ Being sued as a provider
- ◆ Being sued as an occupier



http://www.madd.ca/english/research/liability_employer.pdf

Conclusion

- ◆ Provide a safe, healthy environment
- ◆ Increase morale & job satisfaction





For More Information

Workplace Policy samples

<http://www.frcentre.net/communities/Muskoka/Resources.htm>

Workplace Policy www.apolnet.ca/thelaw/policies/ap_samples.htm/#wkplace

Alcohol in the Workplace

www.apolnet.ca/infopacks/workplaceHome.html

Let's Take Action on Alcohol Problems in the Workplace

www.apolnet.ca/resources/pubs/LTA-Workplace.pdf

The Canadian Centre on Substance Abuse www.ccsa.ca



For More Information (con't)



MADD Canada www.madd.ca

Barbara Butler Group-Workplace Alcohol & Drug Policy & Programmes
<http://www.butlerconsultants.com/index.html>

Employee Assistance Programmes (EAP) www.fgiworldmembers.com

1-800-268-5211 English

1-800-363-3872 French