

What makes good drug & alcohol policy

Workplace drug and alcohol policy is more than just drug testing. Here is a set of essential ingredients when creating a response to alcohol and drug use.

A focus on health and wellbeing

Many things can affect ability to work, including stress, fatigue and mental health problems. The signs can look like drug use.

An effective drug and alcohol policy focuses on impairment and fitness for work rather than drug use per se.

Application across the workplace

Effective drug and alcohol policy is universally applied across an organisation.

The policy should apply to all employees, including supervisors and managers.

Clearly documented processes

The policy should be clear about what is acceptable and what is unacceptable. Outline clearly what will happen if limits are breached.

A clearly documented process is vital.

Training & education

Merely developing a policy is not enough. Good dissemination is crucial.

Education about the policy and consequences is essential for all workers. Managers need training on how to implement the policy.

Effective referral options

A focus on team health and wellbeing means having referral options available if someone is identified as unfit for work.

This includes physical health, mental health and drug and alcohol options.

Remember!

Consultation with staff is crucial for the successful development and implementation of a workplace policy

Drug testing is only needed under specific circumstances and is not effective policy on its own - a needs analysis and risk assessment should be undertaken to see if testing is needed

Don't forget to include a work functions policy that outlines expectations when alcohol is available or provided at work-related functions

Specialists in alcohol and other drug policy in the workplace

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