

Is your workplace ready for AOD change?

Did you know:

Implementing change in a way that doesn't match an organisation's readiness to change will most likely hinder its success. Effective policy also relies on more than just top down support from senior management, so you may need a group of people within your workplace who have a shared commitment to the policy to ensure its success.

Use the organisational readiness checklist below to assess how ready your workplace is to introduce an alcohol and other drug policy right now.

Organisational readiness checklist

Defined need

Is there an identified need for your workplace to develop an alcohol and other drug policy? Yes No

Do you need to change the focus of your workplace culture towards safety, health and wellbeing of workers? Yes No

Readiness for change in culture

Is now a good time for implementing a culture change (eg it will not compete with other changes such as EBA, workplace negotiations, restructures)? Yes No

Is a culture change that focuses on the importance of teamwork and safety, health and wellbeing feasible at your workplace? Yes No

Will the management team at your workplace support culture change and any efforts required to implement and sustain an alcohol and other drug policy? Yes No

Resource allocation

Will your workplace provide team leaders, supervisors and managers with the necessary support to implement an alcohol and other drug policy? Yes No

Will your workplace provide team leaders, supervisors and managers with the necessary skills to implement an alcohol and other drug policy? Yes No

Will your workplace allow time to prepare team leaders, supervisors and managers for their role in alcohol and other drug policy implementation activities? Yes No

Will your workplace allow time for team leaders, supervisors and managers to attend alcohol and other drug policy training? Yes No

Will your workplace allow time for team leaders, supervisors and managers to deliver alcohol and other drug policy information sessions to workers and contractors? Yes No

Sustainable change

Will your workplace be willing to evaluate the implementation of a workplace alcohol and other drug policy to allow for continuous improvement? Yes No

Will your workplace actively promote positive teamwork behaviours and improvements to sustain the alcohol and other drug workplace policy? Yes No

TOTALS

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Scoring

TOTALS: YES _____ NO _____

If the total 'no' score is: This is a good time to implement an alcohol and other drug policy within your workplace.

0-3

TIP: Start with a needs and risk assessment and plan for full implementation, including policy development and implementation. Consultation and training are key.

If the total 'no' score is: Your workplace may not be ready to fully implement an alcohol and other drug policy at this time. Cultural and other factors may reduce the likelihood that the program implementation will be successful if initiated in the current climate.

4-6

TIP: A needs and risk assessment will help identify where the barriers are. Hold some information or briefing sessions for managers to get them on board with the idea of an alcohol and other drug policy.

If the total 'no' score is: Significant work is needed to raise the readiness level of your workplace. Implementation without careful planning may pose significant challenges.

7-10

TIP: Consider postponing the implementation process and undertake a thorough risk and needs assessment to help you plan.

The WorkWell program.

WorkWell is the workplace policy program of 360Edge. You can be confident in the results you will achieve with WorkWell because it is backed by the latest scientific evidence.

Our best practice policy program ensures that your organisation complies with its legal and duty of care obligations, while promoting a workplace culture that values the safety and wellbeing of all.

The WorkWell program can be tailored to suit your organisation's needs. It consists of the following components:

- Rapid review
- Policy development and implementation
- Expert review
- Resources

Rapid review

Our Rapid Review service involves a fast and effective assessment of your current workplace policies and programs using our scientifically informed measurement and review system.

Following a Rapid Review, workplaces are presented with a comprehensive report of our finding and a set of recommendations for improving your policies and programs.

Policy development and implementation

An all-inclusive, comprehensive service to review your existing policies, customise and deliver a state of the art drug and alcohol policy backed by the latest evidence and legal review. Includes resources, full support during implementation and a progress check at 6 months.

Expert review

360Edge is composed of [leading experts](#) in alcohol and other drug matters including evidence-based prevention, treatment and harm reduction.

Our Expert Support program can help with:

- Responding to alcohol and other drug issues which impact productivity and workplace safety.
- Designing effective employee assistance programs and referrals for alcohol and other drug problems.
- Implementing effective programs and policies which shift problematic workplace cultures in relation to alcohol and other drugs.
- Workforce training and development on alcohol and other drug matters.
- Managerial training on effective behaviour change through our evidence-based Moventium® team motivation training.

Resources

We offer a full suite of resources for self-directed policy implementation:

- Toolbox topics on alcohol and other drugs for workers
- Toolbox topics information brochures to post in the work site
- Training for managers and team leaders in how to deliver Toolbox topics
- Self-completed policy templates that meet best practice standards and are legally sound
- Policy dissemination posters
- Video implementation guides

Previous clients



About 360Edge.

We are a leading Australian health consultancy, specialising in the alcohol and other drug, and allied, sectors. We provide a full suite of advisory services to help organisations accelerate change. We work with leading international organisations, governments and not for profit agencies across Australia and internationally.

Our vision is for a thriving community that provides the best policy and practice responses right across the spectrum of alcohol and other drug use. Our mission is to ensure governments and services have the tools they need to respond effectively and efficiently to people who use alcohol and other drugs to reduce harms.

We are driven to make a positive impact in the world and strongly believe in social justice and human rights, and it drives all of our work. We believe that everyone has the right to the opportunities and privileges that society has to offer. Our values of excellence, transparency and integrity are at the core of everything we do. We live these values within the team and with our customers and collaborators.

Our team of experienced 'pracademics' take a 360 approach to viewing situations from multiple perspectives. We collaboratively and holistically work with our clients at every stage, wherever they are in the cycle of change, to achieve their goals.

In the spirit of reconciliation, we acknowledge the traditional custodians of country throughout Australia and their connection to land, sea and community. We pay our deep respects to elders past, present and future, and to all Aboriginal and Torres Strait Islander people

