

Alcohol at work functions – Things to consider.

Did you know:

Alcohol is a common factor in workplace sexual harassment and bullying incidents. Under Workplace Health and Safety Law it is the person responsible for organising any work-related or endorsed event where alcohol is served is accountable for ensuring that health and safety of workers is maintained in accordance with the policy.

Providing guidance on the service of alcohol at work functions is an essential part of effective alcohol and other drug policy.

Workers serving alcohol at work-related events may be required to hold a current responsible service of alcohol (RSA) certificate. Those serving alcohol are required to adhere to the principles of harm minimisation.

Considerations include:

- Availability of an adequate variety and supply of non-alcoholic beverages
- Availability of food such as non-salty snacks and hors d'oeuvres
- Specification of serving guidelines for bartenders, including measuring correct amounts of liquor in drinks (no doubles), refusing service of individuals who appear intoxicated or impaired and refusing service to minors
- Specification of serving guidelines for organisers, including how long alcohol will be served and at what time the function will cease.

Guidelines and training should apply to:

- Licensees
- Approved managers
- Staff, including promotional staff, involved in the sale, supply and service of alcohol
- Volunteers, including club directors, who have liquor service responsibilities
- Security officers with crowd control duties

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 findings 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

