

Implementing an Enforceable Drugs and Alcohol Policy

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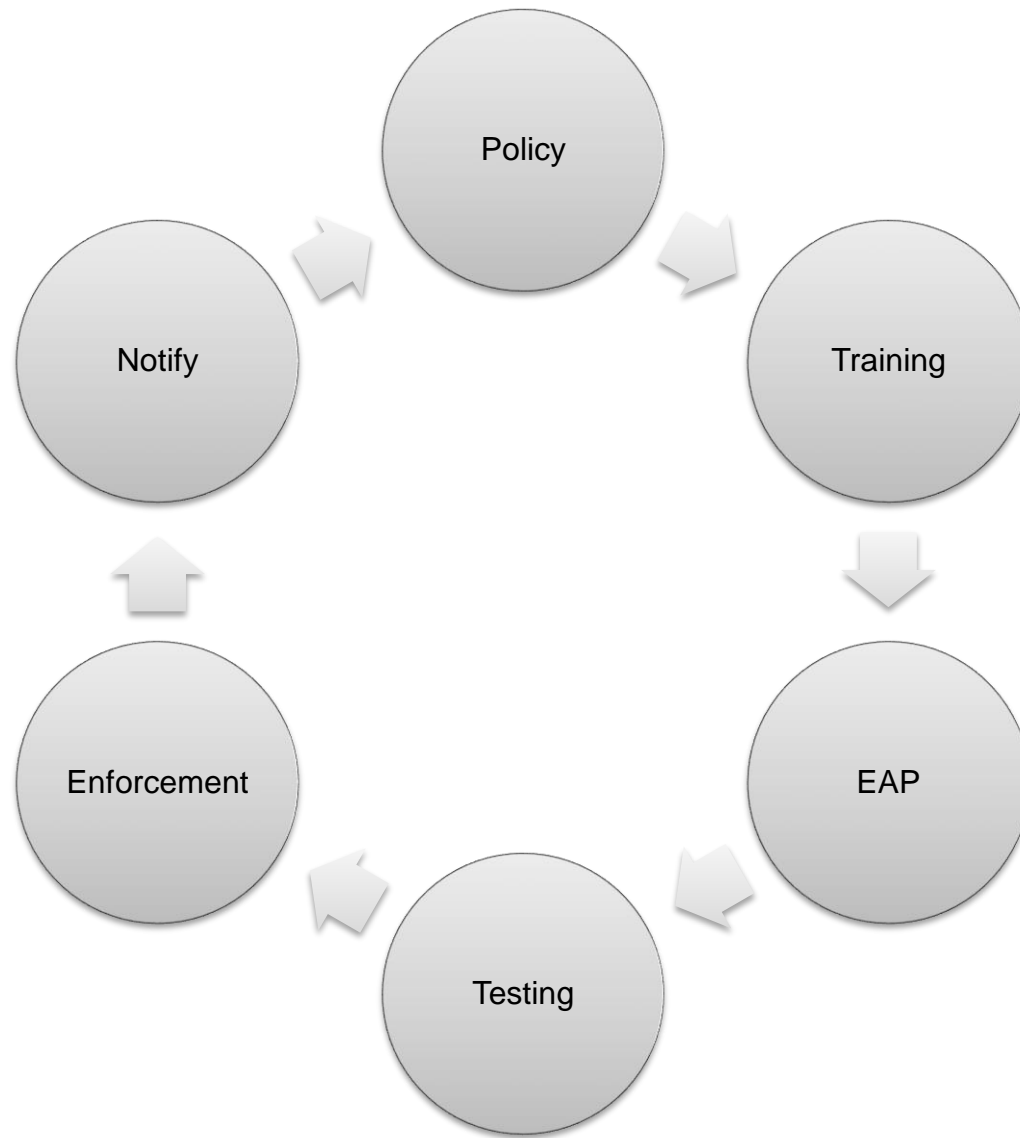




Relevant Drug and Alcohol Laws



How to have a D&A safe and compliant workplace?



Policy

- Zero tolerance or not?
- Amending policy
- Prescription drugs
- When to test?
 - > incident
 - > randomly
 - > suspicion
 - > pre-shift
- Key elements of policy

Training

Training messages

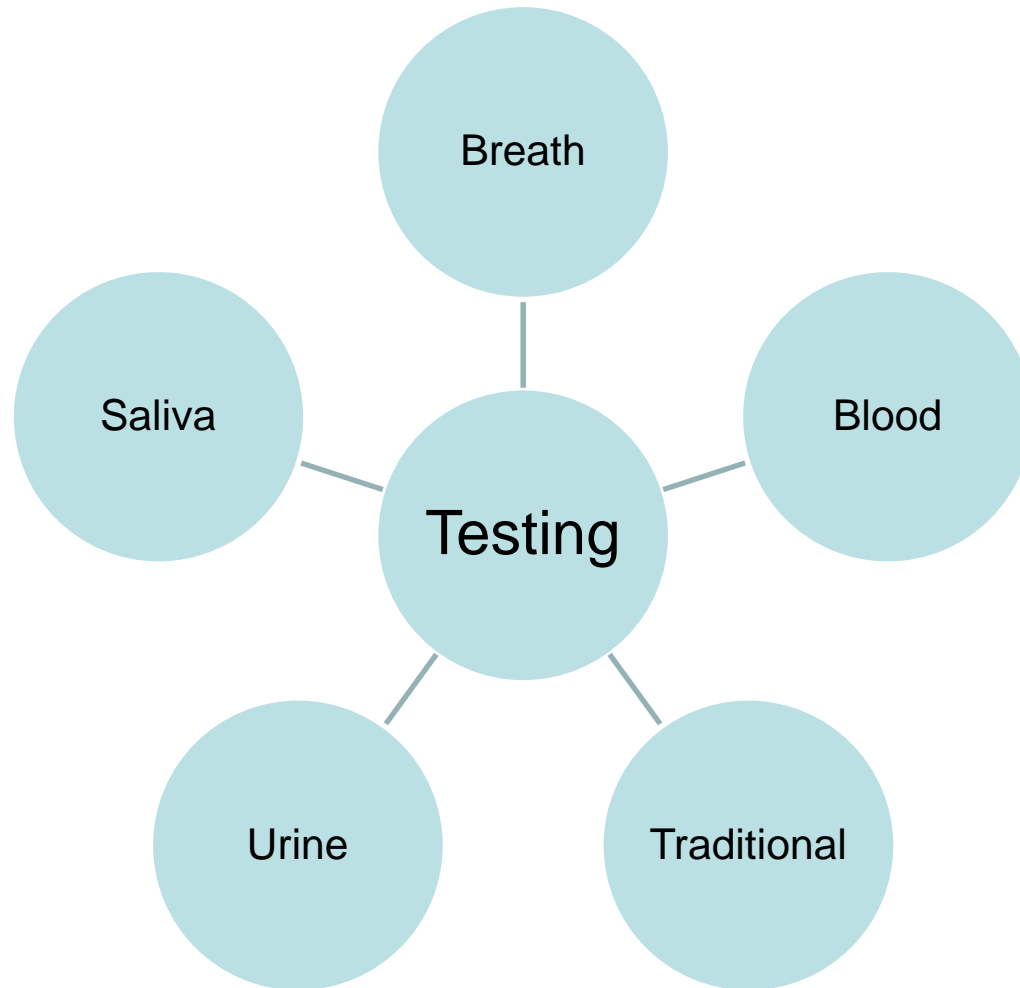
- > effect of breaching policy on worker and others
- > effect of breaching policy on driver and family
- > key elements of policy
- > highlight EAP

Refresher Training

Employee Assistance Program (EAP)

- Retention of staff
- Commercial benefits of EAP based on DTC study
 - > Direct cost-benefit back to transport and logistic employers of \$13,153 per employee per year
 - > Savings as a result of reduced absenteeism
 - > Productivity improvement
- Concrete evidence of policy focus

Testing



Enforcement Options

- ❖ Zero tolerance
- ❖ Second/Multiple chances
- ❖ Failure to submit to testing

Notification

- Contractual Obligations
- Duty to notify WorkCover

Recap

- Determine policy
- Ensure policy is understood
- Consistently Implement
- Notify where appropriate

Questions



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