

Drug and Alcohol Awareness

For all supervisors, managers and HR staff needing to deal with drug & alcohol issues
| 1 day

Participants will develop the knowledge and skills to respond effectively to drug and alcohol issues in the workplace – *not* to diagnose or treat intoxication or dependence in individual employees.

Course objectives

On completion of the training, participants will be able to:

- identify the main types of drugs, their symptoms and effects
- challenge any related value judgments, preconceptions and stereotypes
- understand the ethical, legal and economic ramifications of dependence
- know the impact of drug and alcohol dependence on safety and productivity
- recognise supervisory traps, responsibilities, and appropriate responses
- know the physical and emotional indicators of intoxication/dependence

Key content

- Why the workplace should respond to drug and alcohol issues
- Drug and alcohol laws and policies
- Thinking beyond value judgments, preconceptions and stereotypes
- Types of drugs and their typical effects
- Ethical, legal and economic ramifications
- Influence of occupational, workplace and external factors
- Intoxication, regular use and dependence
- Supervisory traps and responsibilities
- Safety and productivity implications of intoxication and dependence
- Physical and emotional indicators of intoxication
- Appropriate supervisory responses to intoxication and dependence
- Educating employees

Participants say ...

- Provided excellent foundation for dealing with a difficult situation
- It confirmed the roles supervisors and employees have in safety
- It gave strategies and procedures for dealing with conflict situations
- It showed us how to identify possible drug and alcohol use
- Wide range of topics; good information
- Covered all aspects of the topic
- It provided the needed education
- The session covered more content than I expected
- We had the opportunity to challenge the policy and discuss it
- Wasn't sure I had any expectations but it was very good