Workplace interventions can be effective: Evidence from the Workplace Reduction of Alcohol-related Harm Program (WRAHP)

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Background

- Work conditions
- Targets & deadlines
- Over/under work
- Excessive hours
- Shift work

- Availability
- Lack of policy
- Lack of supervision
- Lack of positive feedback

- Peer influences
- Social networks
- Safety culture
- Supervisor/manager response

- Workers' beliefs & behaviours
- Family/friends beliefs & expectations
- Community social & cultural norms

Pidd & Roche 2008
Basic components of workplace response:
- Formal policy & procedures
- Employee awareness & supervisor/management training
- Referral/treatment pathway

But:
- Very few evaluations of effectiveness
- Little understanding of factors that contribute to success

Is a workplace intervention based on the cultural model effective in reducing alcohol-related harm?

Method

<table>
<thead>
<tr>
<th>Total sample</th>
<th>4 worksites (N=340 employees)</th>
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</thead>
<tbody>
<tr>
<td>Intervention group</td>
<td>2 worksites (n=171)</td>
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<tr>
<td>Comparison group</td>
<td>2 worksites (n=169)</td>
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<tr>
<td>Gap analysis/risk assessment (informed by cultural model) &amp; Baseline data collection (T1)</td>
<td></td>
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<tr>
<td>Begin Intervention</td>
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<td>Follow up data collection (T2)</td>
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<tr>
<td>Follow up data collection (T3)</td>
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Setting

Intervention
Results

For intervention group only:

- Significant increase in policy awareness ($p < .001$)
- Significant increase in employee assistance awareness ($p < .001$)
- Significant reduction in risky drinking ($p = .006$)
- Significant reduction coming to work with hangover ($p = .015$)
- Significant reduction in reports of accidents/near miss due to suspected co-worker alcohol use ($p = .04$)

Summary & Conclusions

Workplace interventions can be effective if:

* Informed by gap/risk analysis
  * Tailored to risk and protective factors (cultural model)
* Universal application
* Fits in with day-to-day production demands
* Worker well-being approach
* Capacity building
* Community engagement
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Project Sites:
Corex, Jayco and Hilton

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