



“And just be getting it out on the table, it just becomes more normal when it’s talked about.”
A qualitative analysis of workplace alcohol and drug interventions

Jacqui Cameron, Ken Pidd, Nicole Lee,
Ann Roche and Linder Jenner

www.nceta.flinders.edu.au

APSAD, Annual Scientific Alcohol and Drug Conference
31st October – 2nd November 2016, Sydney



Funded by :  VicHealth™

Project Team:

Ken Pidd, Jacqui Cameron, Ann Roche, Nicole Lee, Linder Jenner, Vinita Duraisingam, Sandra George

Project Sites:

Corex, Jayco and Hilton

* LeeJenn Health Consultants now 360edge



Introduction

- * *Majority of drinkers are in employment*
- * *The workplace presents an ideal alcohol-related harm prevention setting*
- * *Australia has yet to maximise this opportunity*
- * **Benefits of addressing workplace alcohol-related harm include:**
 - * A safer workplace
 - * Increased performance & productivity
 - * Reduced absenteeism & presenteeism
 - * Decreased staff turnover
 - * Improved morale
 - * Improved employee health & wellbeing

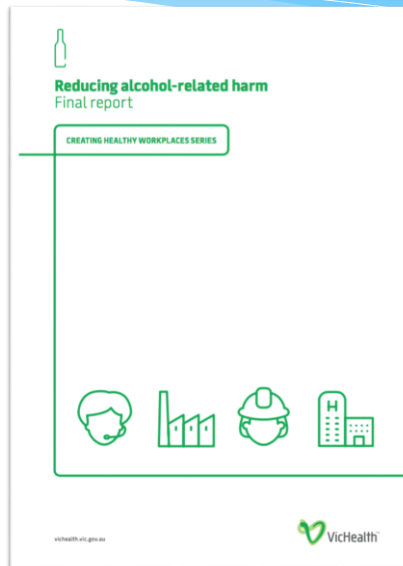


Aim

*The aim was to examine whether a comprehensive **intervention**, **tailored** to meet the needs and resources of individual workplaces, could reduce **alcohol-related harm** in the **workplace**.*



Final report



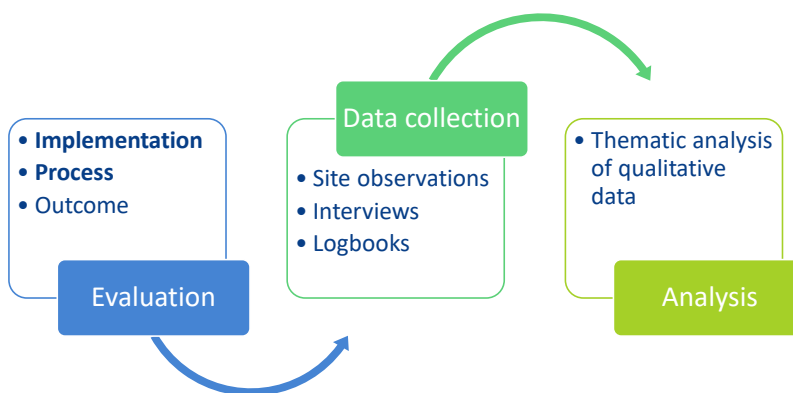
Final report on vichealth.vic.gov.au website



NCETA
Australia's National Research Centre
on Alcohol Use and Health



Evaluation



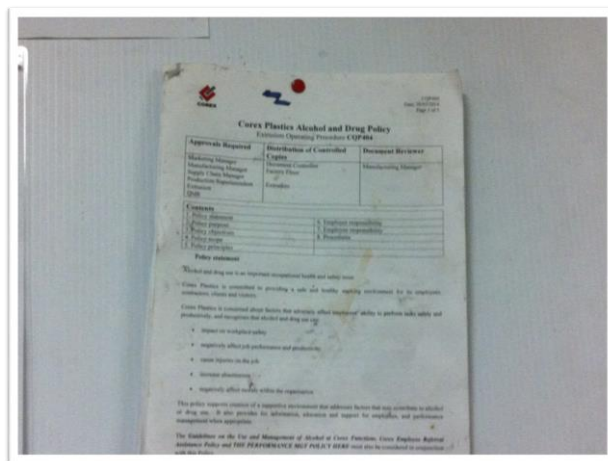
NCETA
Australia's National Research Centre
on Alcohol Use and Health



Intervention



Policy



Policy adaptations

- * Alcohol and drug policy provided the foundation for the intervention
 - * Summary of policy
 - * Poster of policy
 - * Different languages to suit workplace
 - * Repeat information sessions
 - * Training for team leaders and supervisors

“...sometimes these policies can be a little bit word heavy and page heavy, and you guys definitely did the distilled version ... the summary version, and we did it in all the different languages... We represented all the guys in that respect.”



Communication



Communication “normal talk”

- * Improved communication between workers and management
- * Alcohol and drugs
- * Mental health
- * Stress & fatigue
- * Worker well-being


“I think it has helped a lot... just getting it out on the table, it just becomes more normal when it's talked about.”

“Yeah, just to engage everyone. Not just management. Not just team leaders... Everyone's just talking about it like it's normal.”

“If they can come and talk to you about that that's a good thing... they can be honest and it's so much easier to deal with honesty... so that side of it has been positive very positive.”



Information


Toolbox Topic #3
Effects of alcohol

TOPIC: Effects of alcohol

General information

Your gender, age, mental and physical health can change how alcohol affects you. Responsible drinking is about balancing enjoyment with potential risks and harms that may arise from drinking.

For men and women, drinking no more than two standard drinks on any day reduces your risk of alcohol-related harm, disease and injury.

Effects of alcohol

- Effects your nervous system
- Changes your perceptions of speed and distance
- Slows down your reaction time and reflexes
- Can reduce your muscle coordination, hand and eye coordination, reflexes, vision and hearing
- Can make you relax and feel more confident
- Effects your sleep patterns

Effects on workplace

- Alcohol can impact safety and productivity by:
 - Affecting your ability to operate machinery safely, drive and general work skills
 - Making you over confident, resulting in an injury or accident
 - Affecting relations with other workers and customers

Discussion Date: / /

Supervisor/Manager: _____

Employee Names:

HANDOUT:
Reduce your risk

A project funded by 






Information delivery style

- * Delivery style of information
 - * Use current process
 - * Toolbox topics
 - * Easy to understand
 - * Easy to deliver
 - * Quick and versatile

"I do it so it's very light-hearted. That's my personal approach... I know the staff all fairly well, I'm allowed to get away with a bit of humour... I put all the paperwork [handouts] up in the lunchroom... I advise anybody that after the sessions they can get the information and I check that every second day to make sure there's still ample [handouts] up there."



What next?

<p>Local area alcohol and drug services</p> <p>Free confidential counselling for alcohol and drug problems</p> <p>South East Alcohol and Drug Services (Dandenong) Ph: 1300 473 237</p> <p>Stepping Up (Cranbourne, Pakenham) Ph: 1800 828 466</p> <p>Peninsula Drug and Alcohol Program (Frankston, Hastings, Mornington) Ph: 1300 665 781</p> 	 <p>Free confidential online or telephone services</p> <p>Counselling online http://www.counsellingonline.org.au</p> <p>Direct Line Ph: 1800 888 236</p> <p>Family Drug Help Ph: 1300 660 069</p> <p>Quitline Ph: 137 948</p> <p>Gamblers helpline Ph: 1800 856 858</p>	<p>Counselling and other mental health services</p> <p>Lifeline Ph: 13 11 44</p> <p>Suicide call-back services Ph: 1300 789 978</p> <p>beyondblue Ph: 1300 224 636</p> <p>Mens Line Australia Ph: 1300 789 978</p> <p>Reconnection Ph: 1300 273 266</p> 
<p>Local Area Help Guide 2014</p>		
<p>General community, health and alcohol and drug services for Greater Dandenong and surrounds</p>		



Knowing what to do next

- * What do I do now?
- * Knowing how to respond to issues
- * Referral policy
 - * Team leader, supervisor and manager training in referral policy
 - * Local area resource guide and access to services

"I don't know, it's sort of just there [pointing to the local area resource guide in their office] and if you need it... it's a reference."

"We encouraged the counselling and bits and pieces. And I think it was easier to deal with because it was out in the open; it wasn't some sinister thing..."



Discussion

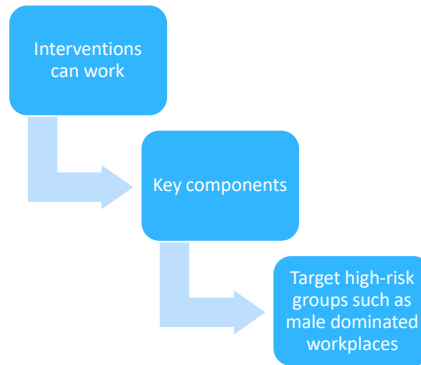
- * Increased team leader and supervisor confidence
- * Increased levels of workplace communication
- * Increased levels of EAP access
- * Increased levels of trust
- * Genuine employer concern

"It's not just about safety & productivity, they care about me & my family."



Conclusion

There is little research being done in this area and to our knowledge this is the first study of its kind in Australia.



Implications for practice

- * Production vs research
 - * Production always comes first !
- * Managing resistance
 - * Focus on OHS
 - * Focus on production
 - * Focus on additional benefits of engagement



Implications for translation

- * Universal application
- * Must fit in with day-to-day production (or clinic etc.)
- * Worker well-being approach
- * Capacity building
- * Community engagement



Contact us

- * (08) 8201 7535
- * jacqueline.cameron@flinders.edu.au
- * www.nceta.flinders.edu
- * @NCETAFlinders
- * nceta@facebook
- * jacquicameron

