



WorkLife

How much does alcohol and drug use cost your business?

NCETA knows!

Our workplace wellbeing program, WorkLife, can help you:

- ☒ Promote workplace safety
- ☒ Comply with duty of care and legal obligations
- ☒ Reduce absenteeism
- ☒ Increase productivity
- ☒ Improve employee morale and wellbeing.

The National Centre for Education and Training on Addiction (NCETA) is Australia's premier research centre in alcohol- and drug-related workplace matters.

We are acknowledged leaders in helping organisations develop effective workplace alcohol and drug strategies.

Our team includes national and international experts in workplace alcohol and drug use issues.



For more information about NCETA's WorkLife workplace wellbeing services and research, visit: <http://nceta.flinders.edu.au/workplace>.



Workplace Alcohol and Drug FAQs

Alcohol and drug use costs Australian workplaces approximately \$17B per year.

\$3B worth of sick days are attributed to alcohol and drug use per year.

The most effective alcohol and drug workplace policies and procedures take a systemic, holistic approach that focuses on improving health and wellbeing.

NCETA's Expertise

NCETA has over 15 years' experience in developing effective workplace alcohol and drug strategies for workplaces.

We are an internationally recognised research centre that aims to advance organisational and individual capacity to respond to alcohol- and drug-related problems.

Our team includes Australia's foremost experts in understanding and responding to workplace alcohol and drug issues.

We can help your organisation develop and implement effective and sustainable policies and procedures that can be seamlessly embedded within your normal day-to-day work processes.

We can help you develop skilled and knowledgeable staff to improve worker wellbeing and reduce workplace alcohol- and drug- related harms.

Services Available

We offer a range of services, including:

- Risk assessments to identify existing and potential risk to workplace safety, productivity, and worker wellbeing
- Reviews of existing policies and risk management practices to identify potential gaps
- Creation of customised and best practice alcohol and drug policy and policy implementation
- Development and implementation of best practice:
 - » employee awareness and education sessions tailored to meet the needs of your workplace and the demographic profile of your workforce
 - » supervisor and manager training programs to build skills in recognising and effectively dealing with alcohol- and drug-risk in your workplace
- Evaluation of policy and practice outcomes and implementation processes.
- Provision of ongoing support, mentoring, and monitoring.

NCETA Alcohol and Drug Workplace Solutions

The first step in managing alcohol- and drug-related risk in the workplace is to design and implement a formal policy. A formal policy:

1. Defines the roles and responsibilities of everyone in the workplace
2. Demonstrates commitment to addressing an important workplace health and safety risk.

Your formal policy should also:

- incorporate an employee alcohol and drug awareness and education program; and
- provide supervisors and managers with training so they may recognise and manage alcohol and drug related risk in the workplace.

Why do you need an employee alcohol and drug awareness and education program?

Alcohol and drug awareness programs help employees understand the effect alcohol and drugs can have on their health and safety, and the health and safety of others in the workplace and the wider community.

Increasing employee's awareness and knowledge about alcohol and drug-related harm in the workplace is critical for obtaining employee's acceptance and understanding of, and compliance with your alcohol and drug policy.

Education programs are also important for informing employees of their rights, roles, and responsibilities in relation to the policy.

Why do you need an alcohol and drug training program for supervisors and managers?

Supervisor and manager training programs provide skills necessary to recognise and manage alcohol and drug related risk in the workplace.

An effective training program will enhance supervisors' and managers' understanding of the alcohol and drug policy, their role in implementing the policy, and their ability to deal with workers who are in breach of the policy.

An effective training program will also enhance workplace communication and supervision skills.

NCETA are acknowledged leaders in workplace alcohol and drug issues.

We can help you develop skilled and knowledgeable staff to improve worker wellbeing and reduce alcohol- and drug-related harms in the workplace.

Previous clients

- Department of Transport, Energy and Infrastructure, SA
- SA Department of Health
- South Australian Building and Construction Industry Drug and Alcohol Program
- Construction Forestry Mining and Energy Union (CFMEU)
- Star City Casino, Sydney
- Barwon Health (Victoria)
- The OZ Help Foundation (Tasmania)
- SeaGas (Adelaide)
- SafeWork SA
- NSW TAFE
- VicHealth

Our Team



Dr Ken Pidd: Ken is a respected expert on workplace alcohol and drug issues. He has provided advice on workplace alcohol and drug issues and policy development to the Scottish Government, the London Institute of Risk

Management, and the Office of the Federal Safety Commissioner in Australia, Fair Work Australia, Union bodies, as well as individual employers. Ken is regularly contacted to provide media commentary for print, radio and television.

Ken has extensive experience in collaborating with workplaces to improve worker wellbeing and reduce the impact of alcohol and drug use on organisations. He has designed and delivered education and training programs, workplace alcohol and drug policies, and trialled workplace interventions to address employee substance use and mental health problems.

Ken is passionate about improving the wellbeing of young workers and helping workplaces shape long term health and safety behaviours. He is a member of the Construction & Other Industries Drug and Alcohol Program Management Committee, and Patron of Foundation House, a Sydney based addiction rehabilitation centre for construction industry workers.



Professor Ann Roche: Ann is recognised as an Australian leader in alcohol and drug issues. She has worked as a researcher, educator, consultant and policy analyst for a wide variety of organisations.

Ann has been the Director of the National Centre for Education and Training on Addiction (NCETA) at Flinders University for over 15 years where she has overseen the delivery of over \$30mil of projects. Ann's specific interests are in workplace health and wellbeing, alcohol and other drug policies, evidence based best practice, and research translation and dissemination, and she has been involved with pioneering and implementing several innovative ventures which have positioned Australia as a world trailblazer in relation to alcohol and drug matters.



Other team members include Allan Trifonoff, Roger Nicholas, Victoria Kostadinov, and Vinita Duraisingam (L-R Clockwise).

Both Allan and Roger have been involved in developing and implementing policies and delivering training in



the alcohol and other drug field for over 20 years. Allan holds a Bachelor of Social Work and Graduate Diploma in Legal Studies. Roger holds a Bachelor of Nursing Degree, a Graduate Diploma in Education and Master's Degree in Public Administration (Policy).

Victoria and Vinita both hold Master's Degrees in Organisational Psychology.

All team members have significant experience in liaising with diverse community members, workplaces and organisations, and have been involved in a large variety of project and workplace consultancies throughout their employment with NCETA.

Testimonials

A great day with some really valuable and useful information. Ken and his team were outstanding and a wealth of knowledge. It certainly has given us a positive direction to head and a rethink on how we approach the alcohol topic with apprentices/ the workforce...

[OzHelp Tasmania Foundation](#)

Thank you for the time you invested with us today and for forwarding this info so quickly...

[Human Resources Manager, Cheap as Chips](#)

Thanks for your training yesterday, it was great...

[Star City Hotel and Casino](#)

The one-day education session was comprehensive and appropriately pitched to the group...

[Barwon Health](#)

Contact Us

To discuss your organisational needs, contact:

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