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| **Topic #1** |
| Drugs and Alcohol at Work |
| **Key Discussion Points** |
| * Whether organisations had a process in place for managing drugs and alcohol at work.
* If processes are in place, what testing is taking place and what are the triggers for testing e.g. reasonable cause
* Any drawbacks or benefits of introducing a drug and alcohol process.
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| **Summary of discussion and conclusions** |
| * The vast majority of organisations represented at the meeting had a process in place for testing for impairment.
* The drugs tested for were the same across the board, and generally the drugs that are specified by the sampling provider.
* Although most had a process in place, not all organisations were completing random testing, with some organisations only random testing ‘safety sensitive’ roles.
* A key success factor was the training of managers/supervisors in the identification of impairment.
* Providing rehabilitation for staff post non-negative results was generally completed through and external employee assistance programme (EAP) service supplier.
* Some organisations shared great improvements since implementing drug and alcohol processed.
* One member requested further information on testing for herbal cannabinoids.
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| **Topic #2** |
| Psycho-social Hazards & Risks |
| **Key Discussion Points** |
| * Organisational understanding of psycho-social hazards.
* Psycho-social (PS) risk management solutions.
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| **Psycho-social Risk Reference**  |
| * Workers succumbing to violence at work
* Workers getting bullied by other workers
* Work factors (poor equipment/over working etc) causing occupational stress
* Work factors (poor pay/stagnation) causing depression
* Harassment
* Workload/shift work causing fatigue
* Impairment causing injury etc
* Personal factors influencing work factors
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| **Summary of discussion and conclusions** |
| * Generally a good understanding of PS risks around the room.
* Common organisational understanding of the need to resource the management of PS risks.
* Most organisations were focusing on using EAPs to help workers deal with exposure, however, a focus on prevention was not a common theme.
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