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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. |
| **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. |
| **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 |
| **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. |