Reducing Alcohol Harm in the Workplace through Self Assessment

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TfL: The Context

- Approx 25,000 Employees
- Diverse employee population
- Customer facing & safety critical
- Historical drinking culture
TfL Occupational Health Services

Help people with health issues get into work, stay in work, and return to work quickly and safely after illness and injury.
TfL Occupational Health Services

- Medical Advisory Service
- Physiotherapy Service
- Counselling & Trauma Service
- Drug and Alcohol Assessment and Treatment Service
The Legal Context


• A duty to exercise all due diligence to prevent Employees from working whilst they are unfit for duty through alcohol and or drugs or where an individual's ability to work is impaired through the use of alcohol or drugs.
Alcohol and Drugs Policy

• Drugs and Work standard

• Alcohol and Work standard

• Introduction of policy after consultation with union and a company agreement to provide help and support to employees with drug and alcohol problems.
A Zero Tolerance Policy

The bottom line....... 

Declare a drug or alcohol problem 
and the company will assist you; 

Say nothing and get caught on a test and 
you are out!
Encouragement

YOU’RE NOT ALONE
LU offers a comprehensive support and treatment service for substance misuse.

London Underground has zero tolerance for Alcohol & Drugs at Work
Helpline - Internal: 1776 (option 2) External: 0845 600 1776

TAKE THE FIRST STEP
Over the last 14 years more than 600 employees have sought and received treatment for substance misuse. The majority are still employed by LU.

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WHAT ARE YOU WAITING FOR?
Substance misuse is a dismissable offence. If you have a problem or you think a colleague has one, come forward in confidence and receive help.

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Why?

• An incentive for employees to come forward

• Problems out in the open

• Maximising safety

• Tackling attendance and performance issues

• Minimises collusion to avoid testing

• Enables resolution of difficult cases
The DAATS Service

• Education / Training
• Screening
• Group Assessment
• Appropriate referral
• Case management
• Family support
Help people enhance the quality of their life through empowering them to identify and use any opportunities to improve their mental and physical health, in the belief that this will contribute to their motivation and work performance.
Health Improvement Activities

• General Health - Health Fairs
• Mental Health – Resilience Training
• Physical Activity – Step it Up campaign
• Weight Management – online programme
• Healthy Eating – canteen menus
• Specific campaigns – bowel cancer workshops
• Alcohol awareness and education