



Workplace *Wellness* Program

Workplace Wellness policies can have a direct link with Workplace Health & Safety

Ensuring safety on a worksite is of paramount importance as an employer. You can't afford to have employees under the influence of either alcohol or drugs at work – it affects their ability to carry out duties in a responsible and safe manner as well as their productivity and efficiency.

Hazards to consider regarding increased risks if your staff are impaired by alcohol and/or drugs include:

- Operation of machinery
- Driving in the course of work
- Situations where concentration, judgement, balance or motor coordination is relied on to carry out a job
- Use of hazardous substances; and
- Performing duties as part of a team
- Perception by clients potentially affecting future contracts and your reputation

Overlooking these High Risk Health areas of Alcohol and Drugs could have major implications on your business financially, by reputation and even morally. It is for these reasons your best interests are served as an employer by having workplace policies in place surrounding these issues.

Everyone knows not to drink and drive and this is governed by the Blood Alcohol Concentration (BAC) limit of 0.05 (unless learner driver or P plate driver). It's worthwhile having an Alcohol and Drug policy in your workplace advising all staff, especially those operating machinery and power tools, of what your expectations in relation to these issues are.



Here's some information to discuss with you staff – try the Drinkmeter – it's sobering!

What is BAC?

Blood alcohol concentration (BAC) is a measure of the amount of alcohol in the body in grams of alcohol per 100 millilitres of blood (g%).

BACs may vary widely

Any one person drinking the same amount of alcohol can reach a different BAC on different occasions. In some instances, BAC will not peak for up to two hours after stopping drinking.

Estimate your blood alcohol concentration (BAC)

This easy-to-use interactive program will help you to estimate your blood alcohol concentration (BAC) through a simulated drinking session.

CLICK HERE

Follow these guidelines:

- On a **single occasion of drinking**, the risk of alcohol-related injury increases with the amount consumed. For healthy men and women, **drinking no more than four standard drinks on a single occasion** reduces the risk of alcohol-related injury arising from that occasion.
- **Over a lifetime** the risk of harm from drinking alcohol increases with the amount consumed. For healthy men and women, drinking **no more than two standard drinks on any day** reduces the lifetime risk of harm from alcohol-related disease or injury.

Next time we'll take a closer look at drugs both illegal and over the counter and how they can impact on a 'safe' working environment.

Parts of this information were reproduced from:

www.healthyworkers.gov.au

www.sahealth.sa.gov.au

www.druginfo.adf.org.au/topics/bac

For more information visit www.landscapequeensland.com.au/healthier-happier-workplaces

Landscape Queensland is working with Workplace Health and Safety Queensland on a Healthy Workers Initiative as part of the Queensland Government's Healthier.Happier.Workplaces.Initiative.

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