

Golding Contractors Pty Ltd



Society

- Cost of Health
- Cost of litigation
- Increased crime
- Cost of associated services

Workplace

- Cost of rehabilitation
- Cost of Industrial Relations
- Increased incidents
- Cost of Management

Society

- Violent Fathers
- Disease
- Safety to road users

Workplace

- Aggressive line managers
- Infection
- Safety of operators

**Workplace Alcohol & Other Drugs:
More than managing the risk**



Incident management VS Personnel management

Community approach/
Smaller companies

Workplace issue
or incident

Community
service



Risk Assessment of
AOD issues?

Risk management
and monitoring?

Incident management VS Personnel management

EAP approach/
larger companies

Workplace issue
or incident

EAP
provider



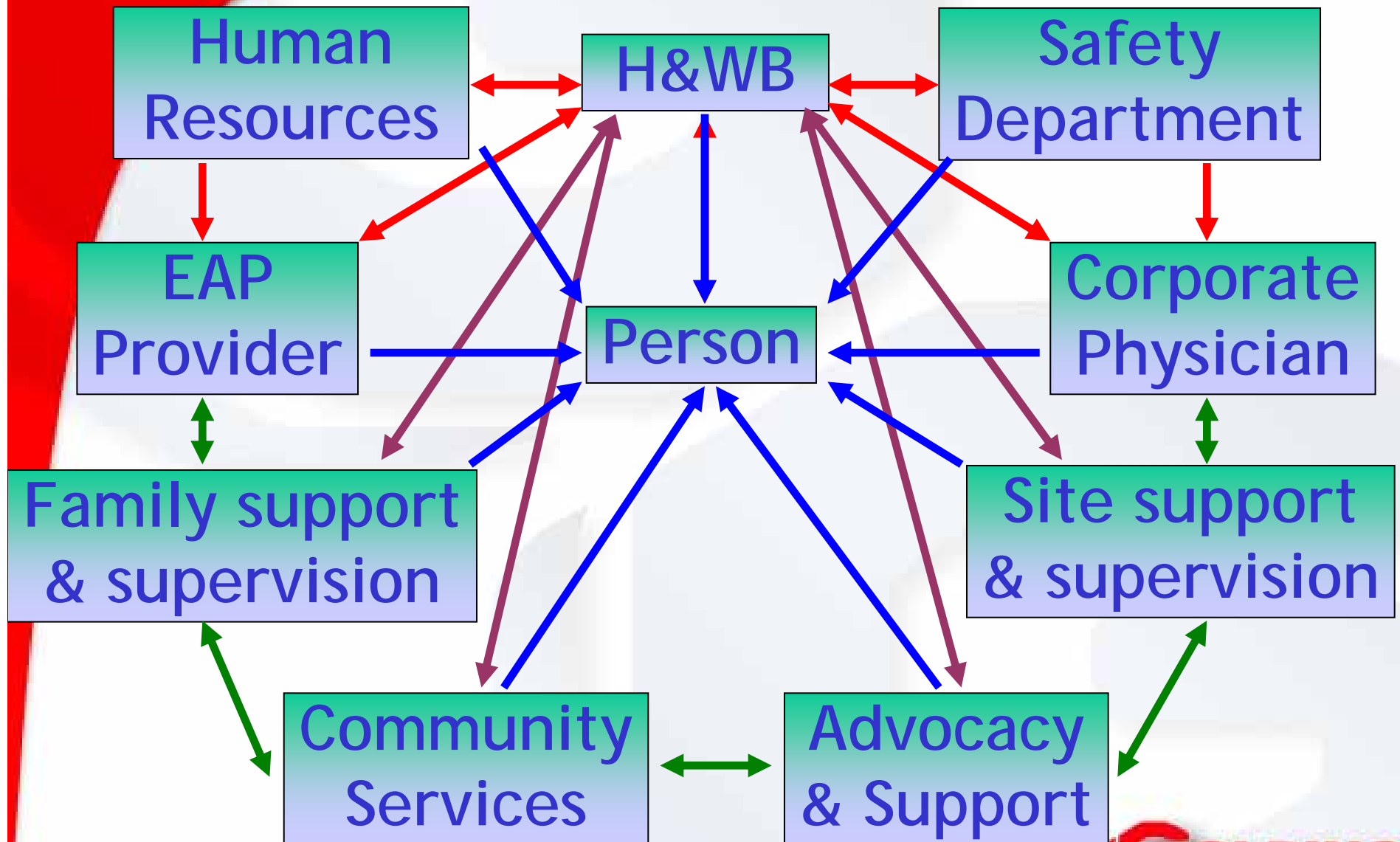
Risk Assessment of
AOD issues?

Risk management
and monitoring?

Potential deficiencies

- Key points:
 - Who is conducting a qualified AOD assessment?
 - Who is conducting risk identification for your workplace?
 - Who is managing or monitoring this risk?
 - What established line of communication are you using?

New networks



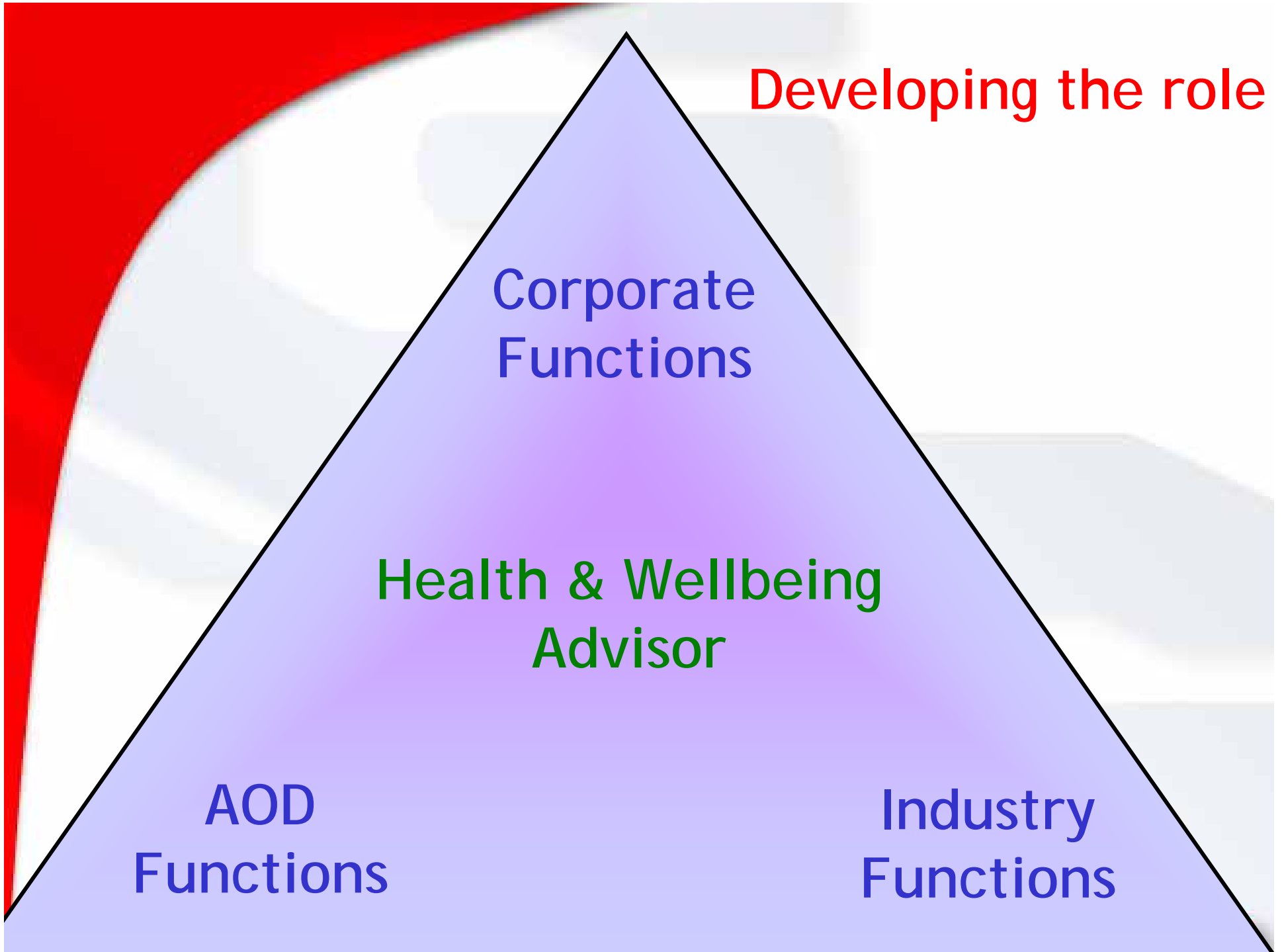
Developing the role

Corporate
Functions

Health & Wellbeing
Advisor

AOD
Functions

Industry
Functions



Corporate functions

- Include:
 - Company **History**
 - Incident **Reporting**
 - External **Marketing**
 - System **Development**
 - Tendering **Involvement**
 - Internal management **Advice**
 - Policy & procedure **Maintenance**
 - Risk **Identification & Management**

AOD Functions

- Include:
 - Service **Matching**
 - Case **Management**
 - Medication **Information**
 - Pre-Employment & **Induction**
 - Workplace Brief **Interventions**
 - Supervisor Comorbidity **Training**
 - Trainee & Apprentice **Integration**
 - Youth & Community **Education**

Industry Functions

- Include:
 - Best Practice
 - Youth Workforce
 - Industry Standards
 - Mentor Development
 - Research & Data Gathering
 - Contributions to Social Welfare
 - Corporate Social Responsibilities
 - Conferences & Industry Promotion

Utilising the network

- Includes:
 - TAFE
 - *Recruiting & Short Course Training*
 - QUT
 - Legitimate and empirical data gathering
 - Alcohol & other Drug Council of Australia (ADCA)
 - Utilising data for the AOD sector

Network

- Continued:
 - Queensland Resources Council
 - Cadet training
 - Construction Training Queensland
 - Apprentice support programs
 - Mentor development courses
 - Drug and Alcohol Testing Association

Benefits

- Include:
 - Improved risk identification
 - Comprehensive risk management
 - Reduced time and cost through line management
 - Central point of contact on AOD/Community issues
 - Developing a company history and unified approach

Benefits

- Continued:
 - Proactive rather than reactive
 - Reduced costs in recruiting and retraining
 - Improving company reputation with community and families
 - Increasing industry reputation & potential workforce

The logo for GOLDING, featuring a stylized red 'G' icon followed by the word 'GOLDING' in a bold, red, sans-serif font.

GOLDING

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