



Australian Government

Department of Education, Employment and Workplace Relations  
Office of the Federal Safety Commissioner

# Agenda

Alcohol and Other  
Drugs (AOD) Forum  
Wednesday 8 April 2009

Function Hall, Jasper Hotel, 489 Elizabeth Street, Melbourne  
Ph: 03 8327 2777

**8.30 – 9.00**                    **REGISTRATION & COFFEE**

**9.00 – 9.10**

Welcome and opening remarks – Helen Marshall, Federal Safety Commissioner

**9.10 – 9.20**

Overview of the day – Peter Couchman, Facilitator

**9.20 – 10.10**

**Research and Best Practice Approaches**

**Ken Pidd, Deputy Director of the National Centre for Education and Training on Addiction (NCETA)**

- The alcohol and drug use of Australian workers and its impact on workplace safety and productivity – what we do and don't know.
- Minimising alcohol and drug related risk to workplace safety and productivity – what works.
- How to tailor a response to meet the specific needs of individual workplaces.

**10.10 – 10.40**

**Case Study: Readiness for Work Program Implemented for the West Gate Freeway Project**

**Michael Kalinowski, Alliance Manager, Baulderstone**

- The development, implementation and review stages of a policy to prevent and reduce harm associated with people being impaired by drugs and alcohol at work for the West Gate Freeway Upgrade Project.
- Addressing strategies to assist in education and support, management of breaches and policy and fitness for work and fatigue issues.

**10.40 – 11.00**

**MORNING TEA**

**11.00 – 11.30**

**Case Study: A Successful Workplace Program and How it's Achieved**

**Trevor Sharp, National and NSW Project Coordinator, Building Trades Group Drug and Alcohol Program**

- Improving safety on building sites by teaching workers to take responsibility for their own safety and that of their fellow workers in relation to drug and alcohol use.
- Informing workers with drug and alcohol problems of available treatment options.
- Raising awareness of safety and health issues related to the use of alcohol and drugs.
- Increasing workers commitment to alcohol and drug safety.
- Training Safety Committee members, delegates and workers on how to implement the program and intervene when a worker is unsafe or has problems.

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**11.30 – 12.10**

### **Case Study: Experiences in Civil, Mining and Construction Industries**

**Chris Parker**

- Identifying the impact which substance abuse has on performance.
- Combing OHS, HR and community services to deliver specific programs educating employees and contractors.

**12.10 – 1.00**

### **Legal and Privacy Implications of Testing**

**Sarah Ralph, Partner, Deacons Law Firm**

Issues of privacy and surveillance when introducing a testing regime, including:

- Company responsibilities when applying compulsory testing.
- Individual rights.
- Legal risks of implementing a testing policy.
- What needs to be covered in a testing policy?
- How does the Australian Industry Relations Commission (AIRC) deal with the issues?

**1.00 – 1.40**

**LUNCH**

**1.40 – 2.10**

### **Independent Drug and Alcohol Testing Demonstration**

**Michael Wheeldon, Operations Manager, Integrity Sampling**

- Workplace saliva drug and alcohol testing, throughout Australia and New Zealand, is conducted independently by accredited technicians from Integrity Sampling using Cozart drug detection systems and Alcolizer breath analysis equipment.
- This session will provide attendees with an understanding of these testing processes and what's involved.

**2.10 – 2.40**

### **NSW WorkCover's Perspective on the Issue of Alcohol and Other Drugs in the Building and Construction Industry**

**Peter Robinson, Manager Construction and Utilities Team, WorkCover NSW**

- Problem solving approach.
- Stakeholder engagement and collaborative approach.
- Appropriate policies and procedures.
- Supervision and training.
- Disciplinary actions and rehabilitation.

**2.40 – 3.10**

### **Managing Drugs and Alcohol in the Workplace**

**Andrew Ermer, Manager National Construction Services, Australian Industry Group**

- An overview of the development of relevant policies and procedures to help address and manage drug and alcohol issues in the workplace.
- Looks at why companies need to take positive action; OHS obligations and legislation; responding to an incident; outcome of investigations and other impairment considerations.
- One size does not fit all – the importance of recognising there is no one way to address employees who may be affected by drugs and or alcohol in the workplace.

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**3.10 – 3.30**                    **AFTERNOON TEA**

**3.30 – 4.00**

### **Closing Remarks**

#### **Helen Marshall and Peter Couchman**

- Views and suggestions from participants, identifying common themes, next steps.

### **Speaker Biographies**

#### **Helen Marshall, Federal Safety Commissioner, Office of the Federal Safety Commissioner**

Helen Marshall was appointed Federal Safety Commissioner (FSC) in August 2008. As FSC, Helen's role is to improve OHS performance in the building and construction industry through consultation, communication and collaboration. In the 12 months leading to her appointment, Helen was the Deputy Safety Commissioner. Prior to joining the OFSC, Helen worked in a variety of public service positions as an industrial relations practitioner and human resources manager.

#### **Peter Couchman, Facilitator, Saxton Speaker's Bureau**

Peter Couchman's career as a broadcast journalist spans over thirty years in both radio and television. He became well known as a reporter and front man on the ABC current affairs programs *This Day Tonight*, *Four Corners*, *7:30 Report* and *Couchman Over Australia*. Peter has since retired from his media commitments to work as a host and facilitator for numerous conference groups around the country.

#### **Ken Pidd, Deputy Director, National Centre for Education and Training on Addiction**

Ken Pidd is the Deputy Director of the National Centre for Education and Training on Addiction (NCETA). He has more than 12 years experience working in the alcohol and drug field and more than 15 years experience working in the construction and mining industries. He has a specific research and practice interest in the area of workplace alcohol and drug use and has produced numerous research publications and practical resources on this issue. He also provides advice and consultancy on dealing with workplace alcohol and drug issues to government agencies, employer/industry groups, unions and individual employers. Prior to working for NCETA, Ken managed a drug and alcohol program for the South Australian Construction Industry.

#### **Michael Kalinowski, Alliance Manager, Baulderstone**

Michael Kalinowski is a civil engineer with 23 years experience. He is currently the Alliance Manager on the \$600 million West Gate Freeway Upgrade project. Prior to his current role he was the Regional Civil Manager for Baulderstone Pty Ltd and has worked on a number of major projects in Australia, Hong Kong and the United Kingdom.

#### **Trevor Sharp, National and NSW Project Coordinator, Building Trades Group Drug and Alcohol Program**

Trevor Sharp has worked in the building and construction industry for forty years as a carpenter, bricklayer, safety officer and union official, and has a deep understanding of the industry and culture. As a result of first hand experience of drug and alcohol problems and their impact on the workforce, he joined the Building Trades Group (BTG) Drug and Alcohol Committee when it was formed in 1989. For the past 17 years Trevor has been the National Project Officer of the BTG Drug and Alcohol Program, developing and implementing its policies and coordinating the program's activities at a national level.

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### **Chris Parker**

Chris Parker has worked in the civil, mining and building and construction industries for many years with roles varying from labourer to corporate safety. During this time Chris has witnessed first hand the drug use and patterns of behaviour at site level. Chris has overcome personal involvement with a number of substances during this time. Chris provides a rare insight into the industry and has been employed to exclusively address workplace alcohol and other drug issues for the past three years.

### **Sarah Ralph, Partner, Deacons Law Firm**

Sarah Ralph advises employers from blue-chip to small business, from across industry sectors including the finance, manufacturing and service industries, as well as the state and commonwealth governments on all aspects of industrial law, employment and anti-discrimination law. Sarah has appeared in the Australian Industrial Relations Commission (AIRC), Victorian Civil Administrative Tribunal (VCAT) and various courts and brings past experience working in a manufacturing union, the Victorian public service, the labour hire sector and in private legal practice.

### **Michael Wheeldon, Operations Manager, Integrity Sampling**

Michael Wheeldon is the Director and Operations Manager of Integrity Sampling. Integrity Sampling is a group of accredited technicians who provide a uniform and independent drug and alcohol testing service who have been operating throughout Australia and New Zealand since 2002. Integrity Sampling use Cozart drug detection systems and Alcolizer breath analysis equipment.

### **Peter Robinson, Manager Construction and Utilities Team, WorkCover NSW**

Peter Robinson is the Manager of the Construction and Utilities Team for WorkCover NSW. He has more than ten years experience working within the NSW inspectorate, across several different industry groups. Peter has experience in both the compliance, as well as the strategic alliance roles of a safety regulator. Peter has been involved in the development of several high profile OHS strategies, such as Long Distance Track Driver Fatigue and subsequent guides. Peter is regularly called upon to provide OHS input at a national level through his involvement with a number of projects run by the Heads of Workplace Safety Authority (HWSA). Peter also brings a wealth of insight from his previous career outside the public service, as a private business owner and operator.

### **Andrew Ermer, Manager National Construction Services, Australian Industry Group**

Andrew Ermer has acted within the construction industry, including as an adviser to employer organisations, government and corporations, having practised extensively as a workplace relations lawyer since 1995. He is known for his strategic and pragmatic approach, providing advice regarding the construction industry reforms including compliance obligations under the *National Code of Practice for the Construction Industry* and associated legislation. Andrew's experience includes advising and representing clients and members in managing a full range of workplace relations law issues. Andrew has recently completed a Master of Laws specialising in Labour Relations and Construction.