



THE BUILDING TRADES GROUP
DRUG & ALCOHOL
PROGRAM
NSW

Workplace Impairment Training Program



How we can help your business

RECENTLY THERE HAS BEEN a change in code requirements around random drug testing on job sites, that means if you're tendering for government work you must provide random drug testing throughout your organisation, to be code compliant. This has meant a rapid need for processes, management training, and education on site. Further, there needs to be help available for workers who may test positive, or are in need.

The BTGDA has stepped up and created a training and communications program in conjunction with unions and employers. This program clarifies the testing processes and legislation, while creating a conversation on site so the workers and can make an informed decision about their own safety and impairment.

The ideal outcome is a safe workplace, and the BGDTA is giving workers and employers the tools to deliver this. We also offer a pathway for counselling and rehabilitation in partnership with Foundation House for the workers who want help.



The BTGDA offers a training program, communication tools and a pathway to counselling and rehabilitation that supports both workers and employers.





How we do it



BTGDA OFFERS TWO LEVELS of training under our Workplace Impairment Training & PIA Programs. We deliver training, education and materials for workers that encompasses mental health, drug & alcohol awareness training, the processes of drug testing and impairment windows, fatigue management, working in hot and cold climates and working with chemicals or noise.

In addition to training, BTGDA can also provide communications materials, like posters, flyers and website content to help get the message across.

WORKPLACE IMPAIRMENT TRAINING

- Done on-site or at a mutually agreeable location
- Minimum class size of 20
- Session will go for 2 hours
- Cost to employer \$150 (ex GST)

PIA TRAINING

- Done on-site or at a mutually agreeable location
- Minimum class size of 10
- Session will go for 4 hours
- Pre-requisite to PIA training is that the participant must be deemed competent in Workplace Impairment Training
- Cost to employer \$400 (ex GST)



BTGDA has been working alongside unions for almost 20 years to support workers to improve their lives away from addiction and impairment.

Case studies & testimonials

RECENTLY THERE HAS BEEN a change in code requirements around random drug testing on job sites, that means if you're tendering for government work you must provide random drug testing throughout your organisation, to be code compliant. This meant major changes were in store for a number of major developers, builders and construction companies.

The release of the legislation presented both challenges and benefits for many companies. Most management teams want to support their workforce and they understand the importance of having a healthy, safe and productive workplace.

It has also been quickly recognised across the industry that testing workers without support and an action plan is tough. Addictions are often deeply personal, leading to the risk of offence and negativity if workers tested positive.

Some major building and development companies have moved forward and consulted with their workers, unions and BTGDA to create staff training (including specialised impairment training) and a full support program. BTGDA have also delivered practical tools like informative posters, websites and flyers, all designed to help workers feel at ease about seeking help. BTGDA also continues to provide ongoing help, resources and advice to these companies.

Many companies have integrated these tools into their day-to-day operations. It's now known throughout the industry that if you're working on site, there's a very high chance you will be randomly tested for drugs and alcohol. While help is never forced on a worker, if someone is ready, BTGDA and the Foundation House rehabilitation centre is there for them.

Core team of experts involved in the program evolution



Jim Finnane
Executive Officer
The Building Trades Group



Dean Halls
Branch Secretary
CFMEU - ACT



Ken Pidd
Deputy Director
National Centre for Education & Training on Addiction



Ross Davidson
Impairment officer
CFMEU

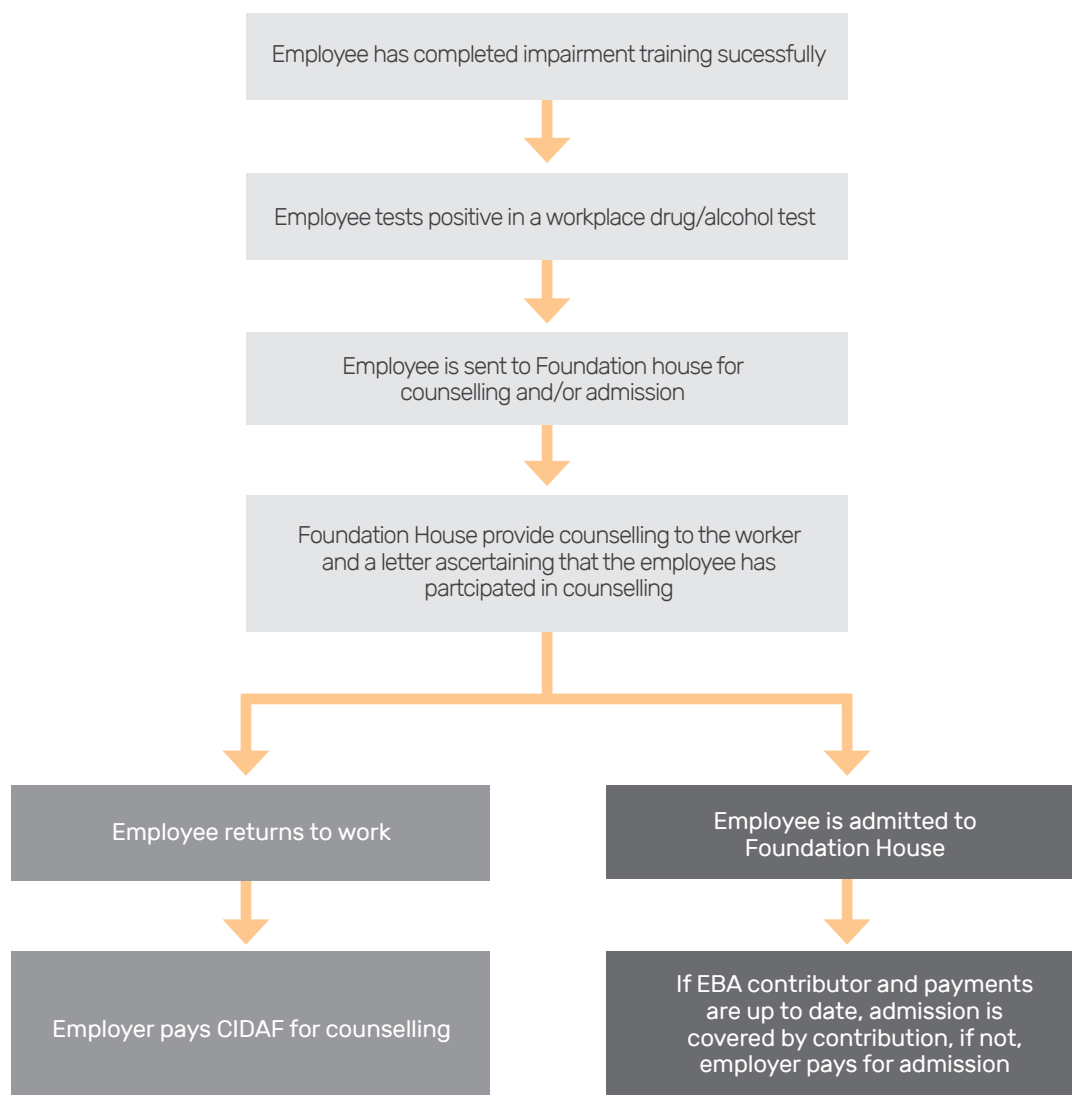


Jason Jennings
President
CFMEU - ACT

Our method

THE BTGDA DELIVERS TRAINING to workers, site managers, foremen, union reps and Safety Committee representatives. This training gives them the skills to recognise their own issues and impairments, and be able to support someone who may be impaired. We are focused on communication processes and procedures, especially to ensure no workers are unfairly targeted.

The support path we've established is personal and judgement-free, and it's about keeping workers in their jobs. We're not here to tell workers how to run their lives. We're here to have their back if they need or want help. We get workers into a fast, best practice program to keep them in work, or get them back to work, as soon as possible.



What happens

- **WORKPLACE IMPAIRMENT TRAINING** will be done on-site or at a mutually agreeable location
 - Minimum class size will be 20 for initial roll-out with a maximum of 30 participants per session
 - Session will go for 2 hours (7am-9am or 10am-12pm)
 - Cost to employer \$150 (ex GST) per participant payable to BTGDA on booking of training
 - Participants deemed competent will be provided with an impairment training induction card which is valid for 2 years from date of training.
 - Training of additional participants after initial roll-out will be billed on a minimum of 10 participants per class.
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- **PIA TRAINING** will be done on-site or at a mutually agreeable location
 - Minimum class size for PIA training will be 10 participants
 - Session will go for 4 hours
 - Pre-requisite to PIA training is that the participant must be deemed competent in Workplace Impairment Training
 - Cost to employer \$400 (ex GST) per participant payable to BTGDA on booking of PIA training

Pathway to recovery

The Building Trades Group Drug and Alcohol Committee have a strong commitment to the health and well being of all workers and offer a pathway to recovery. This is done in partnership with the Construction Industry Drug and Alcohol Foundation (CIDAF).

If an employee tests positive after having completed Workplace Impairment Training, they will be referred to CIDAF for counselling and/or treatment at Foundation House.

The experts

THE BTGDA HAS BEEN WORKING with employers and workers on drug and alcohol matters for nearly 20 years. We work with construction workers to improve their lives and now we're focussed on helping the construction industry, and the people in it, during this legislated change to drug and alcohol testing.

When it came to developing the processes and training programs, we called on a true roll-call of experts who know the industry and its workers, through and through. The crew that worked on the program include the head of the BTGDA, drug and alcohol experts, representatives from Construction Charitable Works and a number of reps from the CFMEU around the country.

All of our trainers are qualified counsellors with additional drug and alcohol training and expertise, as well as being Certificate 4 qualified in Work Health & Safety and Train the Trainer education.



Jim Finnane
Exec Officer TBTG



Joan Purcell
Clinical Manager FH



David Atkin
Exec Officer FH



Maria Simonetta
Family Support
Physco Therapist



Foundation House Clinical Team