

# Alcohol and other drugs don't mix with work

**Using alcohol and other drugs before or during work can affect concentration, judgement, coordination and decision-making. This increases the likelihood of harm to both the individual and the people around them.**

**Alcohol and other drug use can lead to:**

- workplace incidents, injuries or damage to equipment
- reduced concentration, productivity and work performance
- increased absenteeism and impaired decision-making
- conflict, poor teamwork or strained workplace relationships
- disciplinary action where behaviour creates safety risk.



## Employer responsibilities

To minimise the risks of alcohol and drug use at the workplace, employers should:

- implement a clear alcohol and other drugs policy that outlines how risks will be managed and the responsibilities of all parties
- prohibit the consumption of alcohol and drugs during work hours
- identify and address any workplace factors that may contribute to harmful drugs or alcohol use (e.g. stress, fatigue, bullying, isolation)
- provide workers with information, instruction and training on the risks related to alcohol and other drugs and how the business manages those risks
- encourage and support workers to seek help early, including access to specialised services, Employee Assistance Programs (EAPs) or other supports
- ensure any testing programs are evidence-based, risk-driven, fair, and clearly explained in policy (if applicable).

By adopting a supporting, risk-based approach and promoting healthier decision-making, PCBUs can contribute to a safer workplace and a more connected, productive workforce.

## Worker responsibilities

Workers have a responsibility to take reasonable care for their own health and safety, and to ensure their actions do not put others at risk.

To support a safe workplace, workers should:

- not use any alcohol or other drugs while at work, unless the substance is prescribed for legitimate medical reasons and does not impair their capacity to perform their duties safely
- ensure that any alcohol or other drug use outside of work hours does not result in coming to work impaired or unable to perform work safely
- not attend work if they are hungover, still affected, or otherwise impaired by alcohol or other drugs
- follow the workplace's drug and alcohol policy and any reasonable instructions or procedures designed to manage related risks.

Adopting a responsible and safety-focused attitude towards alcohol or other drugs supports everyone's health, wellbeing and safety at work.

*SafeWork SA is proud to be a part of the South Australian Alcohol and Other Drug Strategy 2025-2030.*



### For more information:

- [safework.sa.gov.au/alcohol-and-drugs](https://safework.sa.gov.au/alcohol-and-drugs)
- Scan the QR code
- Call us on 1300 365 255



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