

Faculty of Occupational Medicine

Guidance on alcohol and drug misuse in the workplace

New publication from the Faculty of Occupational Medicine of the Royal College of Physicians

The Faculty of Occupational Medicine's new *Guidance on Alcohol and Drug Misuse in the Workplace* is now available. This Guidance addresses the complex and challenging problems of misuse that can face occupational physicians. It will also be of interest to other occupational health professionals, general practitioners, employers, trade union representatives and human resources and health and safety personnel. The document covers:

- Why policies on alcohol and drug misuse are important in the workplace
- How to develop a policy and the key factors to include
- A sample policy
- Implementing a policy, including the need for consultation and communication with employees
- Warning signs of alcohol and drug misuse
- Testing for misuse of alcohol and drugs, including whether to introduce testing, testing procedures, the chain of custody, who and when to test and the interpretation of results
- Assessing fitness for work in cases of alcohol and drug misuse
- Treatment and rehabilitation, including detoxification, and returning employees to safety-critical work
- The effects of particular drugs, how to calculate alcohol unit intake and definitions of safe, hazardous and harmful drinking

ISBN 1-86016-281-9

A4 report, soft cover, 31 pages

Price: £20.00 Faculty members' price: £12.00

Postage and packing to countries outside the EU: £2.50

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Published July 2006