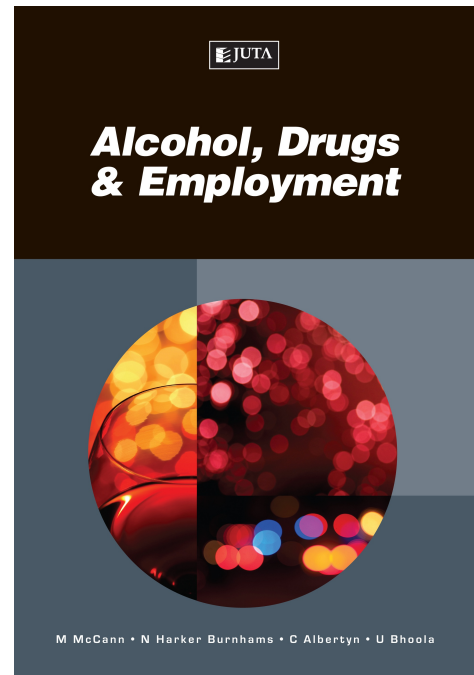


Alcohol, Drugs & Employment

Edition: 2nd Edition
Publication date: 2011
Author/Editors: McCann, M Harker Burnhams, N Albertyn, C Bhoola, U
ISBN: 9780702194061
Format: Soft Cover
Number of Pages: 420
Retail price: R856.00 (incl. VAT, excl. delivery.)
Website Link: juta.co.za/pdf/23402/



About this Publication:

Alcohol, Drugs & Employment is the new edition of the popular *Alcohol, Employment & Fair Labour Practice*. Like its predecessor, this book is a practical guide for labour lawyers, employers, trade unions, HR managers and occupational health professionals who must grapple with the problems of substance abuse in the workplace.

Alcohol, Drugs & Employment explains the case law on substance abuse in South Africa and also provides a useful international legal comparison. The book recommends procedures for identifying, controlling and treating substance abuse. It includes templates and procedural guidelines for pre-employment testing, employee testing and fair disciplinary action. *Alcohol, Drugs & Employment* also sets out the procedure for introducing and implementing a comprehensive substance-abuse policy in the workplace.

Key Benefits

- Presents both medical and legal perspectives on substance abuse in the workplace
- Provides useful guidelines on lawful medical testing of job applicants and employees
- Contains practical guidelines, protocols and policy templates
- Assists employers and trade unions to introduce and implement workplace policies on substance abuse
- Contains a useful international perspective by way of comparison with Canadian workplace law

Contents Include:

- A framework for analysing alcohol problems in the workplace
- The extent of the problem – alcohol
- Drugs and drug abuse – an introduction
- Extent of the problem – drugs
- Causes of the problem – psychosocial, environmental and cultural
- The risk assessment approach: managing alcohol and drug misuse within the organisation
- The effects of alcohol on the individual
- The effects of drugs
- Objective ways of identifying trends of substance abuse problems in the workplace
- Legal obligations of employees, employers and trade unions
- Testing – identifying alcohol and drug problems and intoxication in the individual employee
- Legal aspects of pre-employment screening
- Legal aspects of testing employees
- Fair discipline
- The role of the occupational health professional
- Treatment – the employee patient
- Treatment of the organisation
- Treatment – employee assistance programmes
- The workplace as a setting for substance abuse prevention initiatives
- Introducing new alcohol and drug procedures and rules
- Proposed substance abuse policy and procedural agreement
- Appendixes
 - Protocol for breathalyser testing
 - Protocol for blood testing
 - Questionnaires used to screen for alcohol and drug misuse
 - Protocol for urine testing
 - Units and formulae
 - Example of a letter to non-unionised employees regarding the introduction of an updated alcohol and drugs policy
 - Glossary of medical terms
 - Strategy for managing alcohol and drug problems
 - Verification of alcohol intoxication form
 - Verification of drug intoxication form
 - Alternative alcohol and drug policy
 - Table of symptoms and signs of alcohol and drug problems

Of Interest and Benefit to:

- Labour lawyers
- Employers
- Trade unions
- HR managers
- Occupational health professionals