

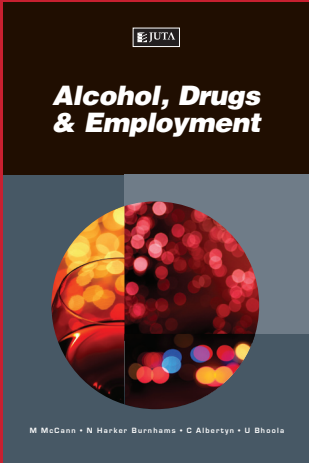
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Alcohol, Drugs & Employment

Second Edition

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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 and Employment* explains the case law on substance abuse in South Africa and provides a useful international comparison by also setting out the position in Canadian law. 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 and 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 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

- A framework for analysing alcohol problems in the workplace
- The extent of the problem – alcohol
- Drugs & 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
- The effects of alcohol on the individual
- The effects of drugs
- Objective ways of identifying trends of substance abuse problems
- Legal obligations of employees, employers & trade unions
- Testing – identifying alcohol and drug problems and intoxication
- 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 organization
- 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

