# Substance Abuse Training

# or

# Drinking and Drugging affecting the Workplace.

This course has been specifically designed for line managers. The aim of the workshop is to communicate, educate and through your active participation improve your skills to constructively confront an employee with a suspected or confirmed substance problem.

The course is practical, and draws its lessons from the experience of a labour lawyer and occupational health doctor who have dealt with people with substance abuse in the work place over many years.

Based on our involvement in the workplace, we have drawn the key elements from human resources, employee relations, psychology, medicine and general management disciplines to put a very useful course together.

We don’t spend time detailing each and every drug and what its impact could be, but rather help you with a practical approach to identify problems and offer practical advice in confronting people with substance abuse problems, how to refer them for assessment and treatment, and what to do after they return to work following rehabilitation.

Two previous courses have been run, and the feedback from your colleagues has been excellent.

These include:

* “very knowledgeable presenters with great presentation skills”
* “case studies assisted hugely in terms of practical application of policy and legislation”
* “clear processes to follow”
* “should be taught to all line managers”
* “practical and relevant”
* “tough subject, but explained in a sensitive and entertaining way”

In the training – you will learn about:

* A fair and effective policy
* How drugs and alcohol affect performance
* How you can confront the poor performance
* Where you should refer
* Rehab and relapses

**The facilitators**:

Gerald and Tony –a labour lawyer and occupational health doctor with many years’ experience in their respective fields teamed up in 2004 to provide employers with a unique perspective on medico-legal issues in the workplace.

They have run a very practical and engaging course called “Managing the Medico-Legal Minefield.” Many of UCT’s line and HR Managers have benefited from their expertise about absenteeism, incapacity and performance management as it pertains to health in the workplace.

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| Gerald Jacobs | Tony Davidson |
| 22 years in the trenches labour lawyer and consultant with a practical approach to these and related daily labour “sick” problems.  He has a compassionate touch, yet is still a successful arbitration fighter on ill health terminations. He is a skilled, dynamic trainer. You’ll want him on your side!  Clients include Engineering, Clothing, Retail, Hospitality, Chemical, Educational and many other organisations, big & small.  EMPLOYMENT SOLUTIONS CONSULTANCY  021 790 2334 / 083 459 7733  geraldjacobs@discoverymail.co.za | Tony has been working as an occupational health specialist for the past 15years, helping his clients – from large, JSE listed companies to small ‘mom & pop’ businesses.He has helped companies introduce strategic, integrated health delivery models, and supported managers through the difficult processes of managing absenteeism, substance abuse, HIV/AIDS, disability and other health related issues. He helps find solutions and takes the hassle out of health issues in the workplace.  ORGHEALTH  021- 438 1095/ 083 378 0313  tony@orghealth.co.za |

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