

As per the *Canadian Occupational Health and Safety Legislation*, employers have a duty to provide a safe work environment and take all reasonable precautions to protect the health and safety of employees and others in the workplace. Drug and alcohol use cannot be taken lightly, especially onboard a vessel where we rely on each other for safety.

Impairment at Work

Date Discussed:

Signature:

The following substances are the most common causes of workplace impairment:

- Alcohol
- Illegal drugs
- Prescription drugs (including medical marijuana)
- Recreational marijuana (legal in Canada as of 2018)
- Over-the-counter medications



Drugs and alcohol have many effects on the body and may:

- Hinder an employee's ability to concentrate and make decisions.
- Affect their motor skills, such as lack of co-ordination and slower reaction times.
- Impact job performance and productivity.

Recognize the signs:

Observe

Make sure all crew members can observe changes in an employee's attendance, performance, or behavior, such as:

1. Personality changes or erratic behavior.
2. Appearance of impairment at work.
3. Working in an unsafe manner or involvement in an incident.
4. Consistent lateness, absenteeism.
5. Reduced productivity or quality of work.

Do not assume

Do not assume, there could be other reasons that explain these situations, such as:

1. Another disability or temporary medical condition.
2. Job dissatisfaction or low morale.
3. Stress of balancing work and homelife.
4. Personal problems unrelated to work.

When immediate action is required

When immediate action is required, an employee may need to be removed immediately from the workplace if:

1. They are involved in a workplace incident, or near incident (impairment is suspected).
2. Their behavior or performance is having a serious impact on the workplace.
3. Their behavior puts their own safety or the safety of others at risk.

Every employee deserves to be assured that no one is working under the influence of alcohol or drugs.

That is why we have a Drug and Alcohol Policy onboard and why everyone has a responsibility to:

- Understand and follow this policy.
- Notify management if you observe impairment from drugs or alcohol that could threaten the health and safety of employees.

Use this time to educate your employees on your organization's Drug and Alcohol Policy by explaining:

- What is not allowed.
- The consequences of violating your vessels Drug and Alcohol Policy.
- What assistance is available to employees with drug or alcohol problems
- Who should be contacted either for assistance or for further information about the policy.

Want more information on Workplace Impairment?

Visit: <https://www.ccohs.ca/oshanswers/hsprograms/impairment.html>