

COURSE OVERVIEW

# Alcohol in the Workplace

TIEDI-106



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Alcohol in the workplace presents a complex challenge, balancing social norms with safety and legal obligations. While UK law doesn't outright ban drinking at work, employers have a legal duty under the Health and Safety at Work etc. Act 1974 to ensure the health, safety, and welfare of employees and others affected by their operations.

In safety-critical environments, even minor impairments can pose significant risks. Employers must take proactive steps to identify, manage, and mitigate alcohol-related issues by implementing clear policies, providing support mechanisms, and conducting risk-based assessments.

## **Module 1: Alcohol in the Workplace**

Alcohol misuse can significantly compromise employee health, impair performance, and jeopardise both personal and workplace safety.

- Definition of an alcoholic
- The causes of alcoholism
- Symptoms of alcohol dependency
- The impact of alcohol abuse
- How to spot signs and protect workers



**Suitable for:**

All employees, managers, and directors

**Skills achieved:**

- People Management (Basic)
- Managerial Courage (Basic)

**Related Resources:**

- Gross Misconduct Assessment
- Disciplinary Penalty Process Audit
- Misconduct Reliability Checklist
- Disciplinary Hearing Planning Checklist
- Disciplinary Penalty Checklist
- Disciplinary Hearing Checklist
- Whistle-blower Checklist
- Misconduct guidance for HR
- Potential Misconduct Incident
- Drugs in the Workplace Toolbox Talk

**Benefits:**

The Delegate will receive a Total Quality Assured (TQA) certificate of achievement upon successful completion.

**Estimated Time:**

20 Minutes

**Related Courses:**

- Stress Awareness
- Stress Management
- Managing Stress
- Sexual Harassment
- Essentials of Equality, Diversity and Inclusion
- Epilepsy Awareness