

SAFE AND RESPECTFUL BEHAVIOURS – INDUSTRY ALCOHOL GUIDELINE

Background

The health and safety of our people, including their physical and psychological safety, is the number one priority for the WA resources sector. Industry has been clear in our commitment to continue to work hard to eliminate any instance of behaviours that threaten people's personal and psychological safety at work.

The Chamber of Minerals and Energy of Western Australia (CME) recognises that factors such as alcohol use and the remote nature of resources sector operations requires the management of risk factors for both the workplace and work-adjacent environments, such as company owned accommodation facilities. More broadly, work-adjacent environments refers to places, activities and events where a person is present in connection to their employment. For example, conferences, informal after work events, or during work-related travel. While drug and alcohol policies are already widely implemented across West Australian workplaces, further consideration has been required for work-adjacent environments.

Through CME's [Safe and Respectful Behaviours](#) (SARB) Working Group, an independent third-party subject matter expert was engaged to provide advice to industry on best practice for the management of alcohol on remote resources sector operations. 360Edge provided the SARB Working Group with a background paper, *Alcohol Policy in the Resources Sector* (the 360Edge Background Paper). The 360Edge Background Paper includes evidence-based advice to support the development of an Industry Alcohol Guideline (the Industry Guideline). The Industry Guideline has been assigned to the SARB Working Group by CME's Workplace Health and Safety Committee and Diversity & Inclusion Reference Group.

On 10 May 2022 the Industry Guideline was endorsed by CME's Advisory Board. The Industry Guideline has been shared with all CME members and will be shared with other industry representatives for wider-implementation across the sector. Further examples of best practice initiatives will continue to be updated within the [Implementation Framework – Eliminating Sexual Harassment in the WA Resources Sector](#).

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Scope

The Industry Guideline applies to company owned or operated resources sector accommodation facilities within Western Australia. Companies may choose to apply elements of the Industry Guideline for behaviours at broader work-adjacent settings – including places, activities, and events where a person is present in connection to their employment.

This Guideline is not intended to apply to private residences of workers, even if those residences are owned by the company or leased in the name of the company.

Requirements

Serving Alcohol: Applicable to accommodation facilities that serve alcohol to residents.

- Implementation of a 4-drink limit for all residents over a 24-hour period. This includes takeaway limitations.^{i, ii, iii, iv}
- Prohibition of alcohol served in a form that encourages rapid-consumption. For example, shots or doubles.^{v, vi}
- Ensure availability of varied drink-strength options served at accommodation facilities. For example, low or medium strength beverages.^{vii, viii}
- Availability of non-alcoholic drink options such as 0% beverages, including the provision of drinking water at no cost.^{ix, x, xi}
- Availability of food options where alcohol is served. For example, snack food or hot meals.^{xii, xiii}
- Employees serving alcohol must comply with minimum legislative training requirements, including maintaining training requirements for the responsible service of alcohol.^{xiv}
- Meeting local liquor licensing requirements, including the maintenance of licenses for venues that serve alcohol.^{xv}

Facility Management: Applicable to all accommodation facilities.

- Prohibition of people being intoxicated while at accommodation facilities.^{xvi, xvii}
- Actively encourage a culture of moderation.^{xviii, xix, xx}

Supporting Initiatives: Other initiatives to support the above requirements.

- Ensure residents are aware of the alcohol policy that applies in accommodation villages^{xxi, xxii, xxiii}
- Implementation of education material that inform residents in accommodation facilities about the harmful effects of alcohol consumption.^{xxiv, xxv}
- Promotion of support available to reduce alcohol consumption.^{xxvi, xxvii}
- Consideration to best practice initiatives, as included in the CME Eliminating Sexual Harassment in the WA Resources Sector - Implementation Framework.

Further Information

- Alcohol Policy in the Resources Sector – 360Edge
- [Eliminating Sexual Harassment in the WA Resources Sector \(Implementation Framework\)](#) – CME
- [Industry Code on Eliminating Sexual Harassment](#) – Minerals Council of Australia
- [Respect@Work Industry Toolkit](#) – Minerals Council of Australia

References

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- ^{vii} 360Edge Background Paper. pg. 8.
- ^{viii} Cook RF, Back AS, Trudeau JV, McPherson T. *Integrating substance abuse prevention into health promotion programs in the workplace: a social cognitive intervention targeting the mainstream user*. In: Bennett JB, Lehman WE, editors. *Preventing Workplace Substance Abuse*. Washington, DC: American Psychological Association; 2003. p. 97-133.
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- ^{xviii} 360Edge Background Paper. pg. 8.
- ^{xix} Cook RF, Back AS, Trudeau JV, McPherson T. *Integrating substance abuse prevention into health promotion programs in the workplace: a social cognitive intervention targeting the mainstream user*. In: Bennett JB, Lehman WE, editors. *Preventing Workplace Substance Abuse*. Washington, DC: American Psychological Association; 2003. p. 97-133.
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