

Workplace Services



AFM offers a variety of services to assist businesses in addressing substance abuse issues in the workplace. These include:

- policy development
- consultations
- drug testing
- awareness sessions
- substance abuse professional (SAP) assessments.

Policy Development

AFM's policy development process guides organizations through the steps necessary to develop a successful drug and alcohol policy. The development process takes into account the organization's existing policies and procedures, management structure and the corporate culture.

AFM consultants have developed a "Policy Development Workbook" that can be utilized by organizations as a stand-alone guide or with the assistance of AFM personnel. A Workplace Services Consultant will meet with the organization to discuss its unique policy requirements.

Consultations

AFM consultants will meet with organizations to discuss any training needs that may be of interest. Through consultation and identified training requirements, customized training specific to organizational needs will be developed. This can include crisis intervention in addition to formalized training.

Awareness Sessions

Employee alcohol and drug use hurts morale, productivity and the company bottom line. Some leaders don't intervene because they don't know what to do. They may question their own judgment about what they see and what they believe.

AFM's one hour awareness/ information sessions are designed to raise awareness and inform employees and leaders about general issues. They can be customized to your needs. Suggested topics are:

- signs, symptoms and solutions
- the impact of alcohol and other drug use on the work site
- low level impairment
- prevalence of use
- what an alcohol, drug and gambling policy means to the employee
- what is a drug testing policy
- health, safety, and fit for duty.

Workplace Services

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Local Office



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Drug Testing

AFM in Winnipeg began a urine collection and breath alcohol testing site in response to the U.S. Government regulations "Department of Transport" (DOT) for cross border trucking.

Drug and alcohol testing is quickly branching out into many new industries, and many companies are opting to utilize drug testing services to promote and maintain a safe work environment. This is especially important for employees in safety sensitive positions. A comprehensive drug and alcohol testing policy reflects and includes testing programs specifically designed to suit a company's safety needs.

In addition, other benefits of this program include reduced absenteeism, decreased health care costs, increased worker productivity, as well as minimizing drug and alcohol misuse.

AFM's full service package for employers includes:

- certified collectors
- secure, certified and confidential collection facility
- laboratory testing
- medical review officer
- breath alcohol testing
- custom test panels
- scheduling
- courier service.

Substance Abuse Professional (SAP) Assessments

A Substance Abuse Professional (SAP) assessment is a comprehensive alcohol and drug assessment that includes recommendations for education, treatment, follow-up testing and aftercare. SAP assessments are completed in accordance with the United States Department of Transportation (DOT) regulations. They are conducted when an employee violates the regulations (i.e. positive drug test, refusal to provide sample).

SAP assessments are also completed for non-DOT companies with an alcohol and drug policy that requires a SAP assessment following the violation of the alcohol and drug policy. The non-DOT companies tend to be companies whose employees perform safety sensitive responsibilities.

SAP assessments can only be completed by a certified SAP counsellor as outlined by the DOT. There is a fee charged for completing a SAP assessment.

Building Hope

Addictions Foundation of Manitoba: