

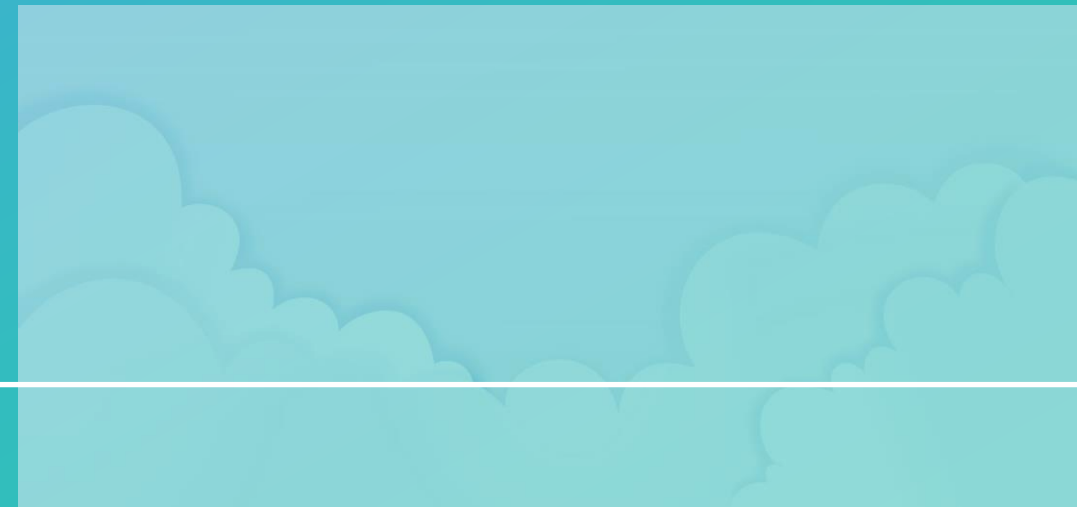
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“The Person in Safety and Health Culture”

Thoughts for today;

- **30% of people in the UK are living with at least 1 mental health condition.**
- **2 Construction workers lose their lives to suicide every day. The biggest killer in UK construction is falling from height yet 10 times that amount are losing their lives to suicide. If that was happening on building sites, the HSE would shut us down.**
- **Only one in five people in the UK get the help they need with alcohol and addiction.**



+ • My story ○

- I started on the tools in the 90's with Balfour Beatty PLC. I have overcome alcohol addiction issues myself which stem back to when I was a teenager. When my friend had a fatal accident on site my alcohol and drug abuse went up a few levels.
- I was married with 2 children, and I was hiding my addiction. I would regularly go to work drunk, and it was accepted if you could “put in a shift”. Surprisingly, I was able to focus long enough to complete my NEBOSH NGC at night school and begin my Health and Safety journey whilst being a functioning alcoholic.
- My alcoholism reached a point where I left my company, but the drinking never stopped. I then staggered on for another year or so before deciding to get help. After spending six figures on alcohol and cocaine over a 26-year period, I decided to get sober.
- I have now been over 4 years sober, and I feel great!
- I want businesses to understand how they can help educate employees about the dangers of alcohol and substance abuse, and if they or anyone close to them discovers that they have a problem, know that they can reach out for help.

Introduction

I realised that I wanted to focus on the main issues which are affecting people in the UK, which in my opinion is poor mental health which can often lead to drugs and alcohol and in the worst cases, suicide. The decision for me to make a U-Turn came after noticing a huge problem in the business world, with organisations struggling to cope with alcoholism and addiction and the subsequent mental health issues which accompany them.

I have always been close to the people on the front line, and I am regularly asking if there is anything I can do to help. The stigma surrounding alcohol and drug abuse and mental health is still as staggering now as it was in the 90's when I first put my boots on.

In a recent survey carried out, 65% of the people claimed that their business doesn't have anything in place when it comes to educating employees on mental health, alcohol or addiction. This must change and we all need to be adult enough to have open, honest discussions surrounding the elephant in the room.



Did you know...?

3-5% of all workplace absence is alcohol related

32% of employees have attended work with a hangover in the past month

20% of workers have drunk more than they wanted to due to pressure from colleagues

40% of all industrial accidents are linked to substance abuse

50% of all sexual harassment claims involve alcohol





Impact on Businesses?

- Poor Staff Performance
- More Sick Days
- High Staff Turnover
- Untrustworthy Staff
- + • Team Tension
- Financial Losses

○

Impact on Employee?

- Lack Of Sleep
- Poor Mental Health
- Low/High Mood
- Anxiety
- Depression
- Physical Health Risks

Consequences
of Alcohol,
drugs and
poor mental
health

A man wearing a white hard hat and a dark jacket stands in the center of a large industrial factory. The background shows a high ceiling with a complex network of steel beams and large windows that let in natural light. The floor is a smooth, light-colored concrete. The overall image has a blue-green tint.

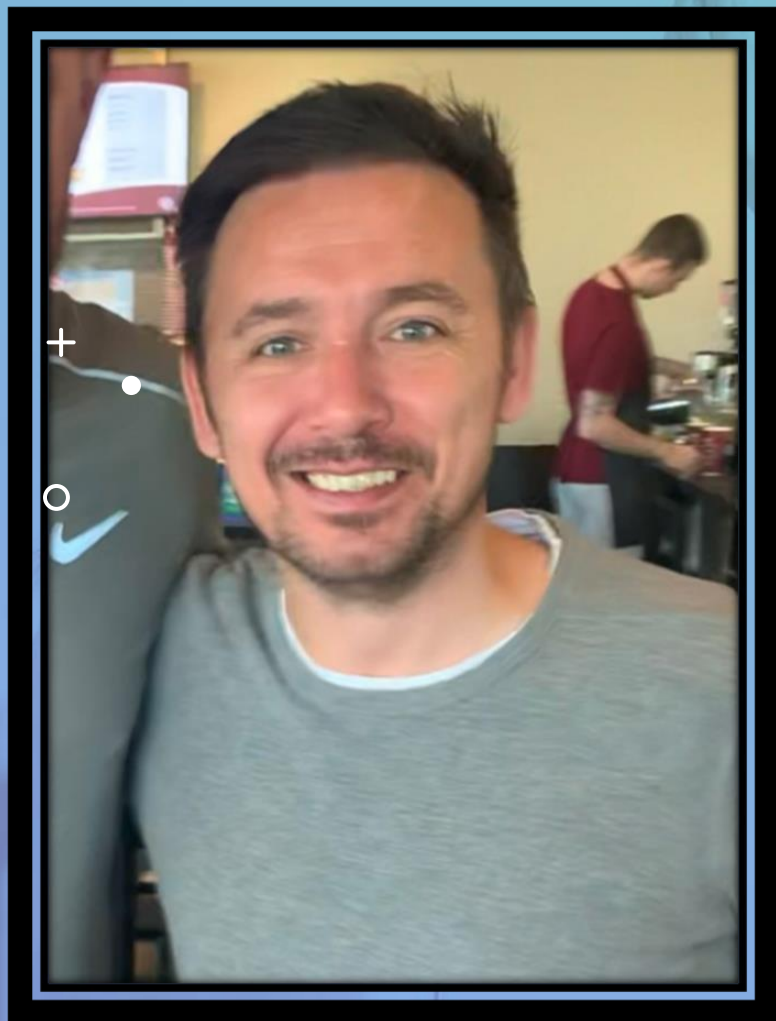
How do we spot it

- **Most people can have a healthy relationship with drink, but Alcoholism and Addiction doesn't discriminate. Anyone from the CEO down to the up-and-coming junior executives can develop a problem at any time. Mental health is on a rapid decline, and we need to address this as a matter of urgency.**
- **Companies have started to put employees through mental health first aid courses, but for many it is merely a tick box exercise. I should know as I have been a labourer's apprentice and worked my way to Senior Management of Health and Safety.**
- **I want to share my story and show what it's like for an employee to be scared to approach HR or their line manager about their problem and suggest what can be done to help employees understand that they do have a safe space and that they will be treated with the utmost respect and confidentiality.**

Podcast, Website, Instagram support group, LinkedIn support group



SUPPORT IN THE INDUSTRY



Thanks for your time

