

Look After Your Staff and Your Wine Industry Peers

In the wine industry, it's important to promote responsible drinking not just for our customers, but for our teams as well. At work events, staff often have access to free or discounted wine, making it easy to overindulge. While we take pride in the quality of our products, moderation is key to ensuring everyone's safety and well-being.

Below are some things to consider and tips for you and your staff when drinking at work events:

1. Encouraging Moderation at Work Events

- Monitor alcohol intake.
 - Encourage colleagues to be mindful of how much they are drinking during work events. Consider offering gentle reminders about **responsible consumption**.
- Alternative drink options
 - Always **provide non-alcoholic alternatives** (e.g., sparkling water, soft drinks, or no/low-alcohol beverages) to give people the option to pace themselves or abstain from drinking.
- Pacing strategies
 - Promote strategies like **zebra-stripping** (alternating between alcoholic and non-alcoholic drinks) to moderate consumption and stay hydrated.

2. Safe Transportation and Travel

- Avoid drinking and driving
 - Ensure employees and guests know that **driving after drinking is never an option**. Reinforce the importance of responsible travel arrangements.
- Taxis and public transport
 - Encourage attendees to **use public transport or taxis** when attending work events. Consider providing taxi vouchers or a designated pick-up point for ride-sharing services.
- Check-ins
 - If people take taxis, **check that they arrive home safely**. This can be done via a group chat or a designated safety contact person.
- Lift sharing
 - If appropriate, arrange lift-sharing options **with designated drivers** or ensure those sharing a ride are not impaired.

3. Health and Well-being

- Monitoring weekly alcohol intake
 - Educate employees on how **to track their alcohol intake**, making sure they understand the recommended guidelines for weekly units of alcohol (no more than 14 units per week).
- Regular check-ins
 - Create a culture where it's normal to discuss health and well-being, **encouraging open conversation about alcohol habits** and their impact on overall health.

4. Workplace Safety and Support

- Ensure a safe environment
 - Make sure that all events are inclusive and safe, where everyone is comfortable, and **no one feels pressured to drink alcohol**.
- Designated support
 - Have a **designated person** at work events who can **discreetly support anyone who feels unsafe**, uncomfortable, or who may have had too much to drink.

Prioritise Staff Safety During Harvest:

Your staff's safety is paramount – especially during harvest when temporary workers join the team. Ensuring everyone feels secure and supported should be a top priority. Here are some crucial questions to consider:

- **Are you actively checking in with all staff members, including temporary workers, or is this task being overlooked due to time constraints?** If time is an issue, who on your team is responsible for ensuring staff well-being?
- **Do you conduct any background or reference checks for temporary workers, or are they hired with no verification?** Could this oversight put your permanent staff at risk?
- **How do you ensure a safe environment when temporary staff and permanent workers are out in isolated, rural areas?**
- **What measures are in place to protect workers from potential harm or misconduct in unsupervised locations?**

Vineyards should be places of collaboration and safety – don't let a lack of checks jeopardise that. Ensure that all team members, both temporary and permanent, are secure, supervised, and supported.