

Employee fact sheet:

Understanding alcohol and drug use concerns



Alcohol or drug use can sometimes become a way of coping with stress, pain, trauma, grief, anxiety, low mood or difficult life circumstances. For some people, use may increase gradually over time. For others, there may be a specific event or period of pressure that changes their relationship with alcohol or drugs.

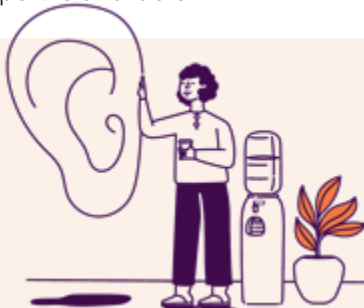
Alcohol and drug use can affect your health, relationships, safety, work, finances and wellbeing. Recognising when use may be causing harm is an important step towards getting support.

What concerning drug and alcohol use can look like

Alcohol or drug use may be becoming a concern if you notice:

- using more than intended
- finding it hard to cut back
- using to cope with stress, emotions or sleep
- feeling guilty, worried or defensive
- hiding use or using alone more often
- changes in mood, sleep, energy or focus
- relationship strain or conflict
- taking more risks than usual
- work, attendance or performance issues
- needing more to feel the same effect

These signs do not always mean alcohol or drug use is a problem, particularly if they happen in isolation. However, if you notice a pattern, feel concerned about your use or find it is affecting your wellbeing, relationships, safety or work, support is available.



Reaching out early makes a real difference. Contact [PeopleSense](#) to book a confidential appointment with a qualified psychologist.

AU: 1300 307 912

NZ: 0800 425 526

Strategies that may help

Pay attention to when, where and why you use alcohol or drugs, including stress, emotions, pain, social situations or sleep.

1. Be honest with yourself

Ask whether your use is affecting your health, relationships, safety, work or ability to cope.

2. Reduce immediate risks

Avoid driving, operating equipment or making important decisions if you are affected by alcohol or drugs.

3. Talk to someone you trust

Speaking with a trusted person can reduce isolation and help you take the next step.

4. Consider safer coping strategies

If you are using alcohol or drugs to manage stress, sleep or emotions, [PeopleSense by Altius](#), your EAP, can help you explore other ways to cope.

5. Set small goals

This may include tracking use, reducing how often you use, avoiding certain situations or seeking professional support.

8. Seek support early

If alcohol or drug use is affecting your wellbeing, work or daily life, confidential support is available through [PeopleSense by Altius](#), your EAP.