

# Impairment

## Instructions

- Before calling this huddle, review the Substance Use & Workplace Impairment Resource and your organization's impairment policy.
- For the huddle, read the introduction out loud and use the guiding questions to facilitate a group discussion.

## After this huddle

Staff should:

- Recognize the signs of impairment.
- Properly report impairment.

## Notes to the huddle leader

- Impairment is not always caused by substance use. Other causes include fatigue (from shift work, long work periods, working multiple jobs), dealing with a personal or family crisis, feelings of shock or grief, experiences of bullying or harassment, and so on.
- Some signs of impairment: restlessness, slurred speech, mood fluctuations, irritability, memory lapses, errors in judgement, excessive mistakes, isolation from colleagues, lack of focus, inappropriate responses or behaviours.
- Make sure to review your organization's policy on impairment and reporting procedures.



## Guiding questions

- What are some causes of impairment?
- What are some other signs of impairment?
- What steps must be taken if you find that you or someone you are working with is impaired?

Huddle leader: \_\_\_\_\_

Date: \_\_\_\_\_

## Attendance:

Name

Initial

[illegible]

## Impairment

Workplace impairment means being unable or unfit to perform work safely. Signs of impairment may include consistent lateness or absenteeism, reduced quality of work, working in an unsafe manner, personality changes, or erratic behaviour.

All staff are responsible for the safety of themselves, their co-workers, those they supervise, and those they provide care for. If you cannot perform your work safely because you are impaired, or if you recognize signs of impairment in a co-worker, inform your supervisor immediately.

## Notes

[illegible]