

Solutions for Avoiding 5 Common DFSP Pitfalls

PITFALL	SOLUTION:
<p>1. Getting kicked out of the DFSP for missing a deadline.</p>	<p>Memorize your program year and program level.</p> <p>In order to know what you have to do, and by when, you need to know these two key pieces of information about your participation in the DFSP:</p> <ul style="list-style-type: none"> ○ <u>Program Year</u> – You’re either in the JANUARY or JULY program year. Don’t know? Check your completed enrollment form or DFSP acceptance letter, or ask your BWC Employer Services Representative. ○ <u>Program Level</u> - There are three possibilities: Comparable, Basic and Advanced. See suggestions above if you don’t know which level you enrolled in. <p>Download a “DFSP To Do List.”</p> <p>Visit the <i>Working Partners</i>® Help Zone (www.WorkingPartners.com/DFSPHelpZone) and download the “DFSP To Do List” that corresponds with your program level. Hang it in your office and set reminders that will get your attention.</p>
<p>2. Spending time chasing drug test or employee assistance results</p>	<p>Establish a “first name” relationship with your drug testing and assistance providers.</p> <p>Know WHO and HOW to contact your drug testing vendor and your identified employee assistance provider. Better yet, join the <i>Working Partners</i>® Consortium to be connected with these vendors. That way you’ll have back-up support with any snags you encounter in receiving and interpreting results.</p>
<p>3. Hearing grumbling and snoring during employee education.</p>	<p>Be a picky consumer.</p> <p>Don’t bore your employees to death with the same information each year, delivered by the same dry trainer. Content should be different each year and applicable to the <i>real-life</i> alcohol/drug-related issues facing your workforce. If you’re required to do education, make it worth your investment. Ask for references and sample agendas.</p>
<p>4. Shooting from the hip when faced with an alcohol/drug-related problem.</p>	<p>Establish a “first name” relationship with a DFSP/DFWP expert.</p> <p>Alcohol/drug issues that show up on the workplace can be complex, legally sensitive and “counter-intuitive.” But that doesn’t mean they are to be avoided. Form a relationship with someone who is an expert in both the BWC Drug-Free Safety Program (DFSP) and overall drug-free workplace (DFWP) issues.</p> <p>One benefit available to members of the <i>Working Partners</i>® Consortium is unlimited technical assistance and trouble-shooting for all DFSP/DFWP-related issues.</p>
<p>5. Leaving money on the table.</p>	<p>Apply for BWC SafetyGrant\$.</p> <p>BWC SafetyGrant\$ money is available for organizations participating at either the BASIC or ADVANCED levels of the DFSP. You may apply for the money during the first two years you’re enrolled in the program, and it can be used to help pay for policy development, employee education and supervisor training. The SafetyGRANT\$ guide (including the application) can be downloaded from the <i>Working Partners</i>® Help Zone. It’s easy.</p>