

Supervisor:

Yeah, I can tell you about Jono. Um, Johnno's a cheeky young fella. He's got plenty of spark about him, and people here like him. He started with me when he finished Year 12. He was still 17 when he started. Came from a small place west of here off a farm. I think it took him a little while to get to know people outside of work and to make friends. Right at the beginning he started to hook up with a few locals at the pub. I was quite happy about that to start with. He was good in the workplace, and I wanted him to stay, so it was good he was making friends.

Supervisor:

Yeah, there was a time a little while after he started with us, when I wondered if he was showing up a bit spaced out. I don't mind the young ones having a big weekend now and then, but it's no good if it impacts his work.

Supervisor:

Then we had a really close call. Jono was on the forklift and almost hit one of the other blokes. And... the bloke that almost got hit was really pissed off and let me know, well and truly, he didn't wanna work with Jono if he didn't clean himself up.

Supervisor:

Well, I sent Jono home that day and told him to come in and meet me the next day. I spent a good part of that day thinking about what to say to him. I got some advice from the human resource, people, and the drug and alcohol counseling service. That first conversation was the hardest. To have a straight talk with him about what we expect at

work, and how I don't want to sack him, but I can't afford to have him on the tools until I know he's clean. He wasn't proud of it; said it was all a bit of a wake-up call to him. Oh, I organized a counselor and he agreed. I got advice about introducing drug testing, and we could, so I did the next day.

Supervisor:

This must have happened a few years ago now, but he never failed a drug test since then. He cleaned himself up and is now a team leader, and it's all behind us. Yeah, there's a bit of a bond there now. He knows we did the right thing by him, rather than sack him. Yeah, it's good to know we didn't give up on him. I know there's a lot of young ones out there that can't get off the stuff. Makes me feel like, yeah, like I helped someone, you know?