

Preventing Gambling Harm In The Workplace

A guide for City of Whittlesea businesses



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The purpose of this tool

This tool has been developed by Whittlesea Community Connections as a guide for City of Whittlesea businesses interested to protect their staff from gambling harm. It contains a series of actions businesses can take to reduce the risk of harm from gambling within their workplace. This aligns with employer Occupational Health and Safety requirements to create a healthy and safe work environment.

This tool was developed as part of the *Putting the Health and Wealth Back into Whittlesea* project, an initiative seeking to test innovative new ways to prevent gambling harm within City of Whittlesea businesses. On average 1 in 10 Victorians will experience harm from their own gambling (adapted from 'Study of Gambling and Health in Victoria', Victorian Responsible Gambling Foundation, 2015). Furthermore, for every person experiencing significant harm from gambling – it is estimated that 5 to 10 others will be negatively affected ('Discussion Paper, Addressing Problem Gambling Harm: Working with Family and Friends', Victorian Responsible Gambling Foundation, April 2015). This tool has a focus on the City of Whittlesea, in recognition of the significantly high rates of gambling harm this community experiences. With 26% of City of Whittlesea residents working within the municipality (www.whittlesea.vic.gov.au) – it is possible that many local businesses can be affected by gambling and may not be aware. Some potential impacts include reduced productivity, poor work quality, increased absenteeism and staff turnover.

1 in 10*

Victorians will experience harm from their own gambling

*on average



for every person

experiencing significant harm from gambling – 5 to 10* others will be negatively affected

*estimated



Tips to prevent gambling harm in the workplace

The following list of actions to prevent gambling harm in the workplace derives from real life examples of activities implemented by City of Whittlesea businesses.

Your business can implement any combination of the following actions, depending on their suitability to your workplace environment:

'Easy'



[See pages 5 & 6](#)

'Easy' approaches to prevent gambling harm in the workplace

- 1. Display Gambler's Help posters around your business**
 - Putting Gambler's Help posters on display helps raise awareness that gambling is an issue that can impact on staff health and wellbeing.
 - Posters contain contact information for your nearest Gambler's Help service provider, so staff can seek help independently and confidentially.
 - You can submit a request for handcopy posters to be mailed to your business by contacting Gambler's Help North & North Western on 1300 133 445 or ghn@nswgibts.org.au.
 - Alternatively you can download the posters via the links below for immediate print and display around your business:
- 2. Provide information about gambling to your staff**
 - Providing information about gambling can strengthen staff knowledge about the negative impacts that gambling can have.
 - It can also dispel common myths about gambling (i.e. that harm is only financial, that harm only affects people experiencing addiction, etc.).
 - Here are some useful infographics and fact sheets your business can provide to staff electronically or via handcopy:

3. Include information about Gambler's Help services in your HR resources

Gambler's Help North & North Western provides services to people experiencing issues with gambling that live or work in the City of Whittlesea. Services provided include:

- Counselling
- Financial counselling
- Peer Connection
- Support for family and friends
- Community education

Contact information and a detailed description of Gambler's Help North & North Western services can be viewed [here](#) and added to the HR resources of your business.

Gambler's Help offers 24 hour phone and email support on 1800 858 858 or www.gamblinghelpnorth.org.au. Your business may also have use for this Gambler's Help North & North Western referral tool.



'Moderate'



[See pages 7 & 8](#)

'Moderate' approaches to prevent gambling harm in the workplace

- 5. Remove monetary entry fees and prize pools from workplace footy tipping competitions or Melbourne Cup sweeps**
 - By removing monetary entry fees and prize pools from your workplace footy tipping competitions and Melbourne Cup sweeps, the focus of these activities become less about gambling and more about building social connection.
 - Your business may want to consider providing non-monetary prizes for these workplace competitions (e.g. perpetual plaques or trophies, family movie passes etc.).
 - An alternative option could include your business maintaining your competition entry fees but rather than a staff member 'winning' the prize pool, it could be donated to a charity of their choosing.
- 6. Provide financial literacy training to staff**
 - Financial literacy training can provide your staff with money management skills, enabling them to make more informed financial choices. This can lead to a reduction in gambling participation.
 - Your business can access free financial literacy training by contacting Kidman United Care on 8400 0100 or info@kidman.org.au and requesting a *Money Minded* workshop be delivered to your staff.
 - Some topics that *Money Minded* workshops cover include:
 - Planning and budgeting
 - Understanding superannuation
 - Dealing with debt
 - Credit and loans
 - When paying is difficultOther topics can be included by request.

'Intense'



[See pages 9 & 10](#)

'Intense' approaches to prevent gambling harm in the workplace

- 9. Include gambling education in staff induction or training**
 - Integrating gambling education into staff induction or training processes can help your business demonstrate corporate social responsibility. It also assists with:
 - Helping your staff understand the risks associated with gambling
 - Communicating how your business is role modelling responsible practice by preventing staff from gambling harm
 - Simply download the below PowerPoint presentation and integrated into the next staff induction or training session your business delivers:
- 10. Remove all social gambling activities from your workplace**
 - Social gambling activities in the workplace include Tattslotto syndicates, footy tipping competitions, Melbourne Cup sweeps and any other competition involving wagering.
 - Though these activities are often viewed as 'harmless', they can contribute to the broader normalisation of gambling.
 - Social gambling activities in the workplace can also lead to peer pressure between co-workers to participate.
 - Your business can de-normalise gambling behaviours by removing all forms of social gambling from your workplace.

11. Refuse to accept donations from gambling venues

Electronic gaming machine venues in Victoria are required under legislation to report annually on the ways in which their venue provides 'benefit' to the local community. This can result in sponsorships and cash offerings to businesses, community groups and sporting clubs. Unfortunately, what many people don't realise is that these financial contributions derive from community gambling losses.

It is highly encouraged that businesses make a formal commitment not to accept donations from gambling venues (i.e. by noting this in your workplace gambling policy or code of conduct).

By not accepting donations from gambling venues, your business is making an ethical decision to not support the Victorian Gambling Industry.

'Easy' approaches to prevent gambling harm in the workplace



1.

Display Gambler's Help posters around your business

- Putting Gambler's Help posters on display helps raise awareness that gambling is an issue that can impact on staff health and wellbeing.
- Posters contain contact information for your nearest Gambler's Help service provider, so staff can seek help independently and confidentially.
- You can submit a request for hardcopy posters to be mailed to your business by contacting Gambler's Help North & North Western on 1300 133 445 or ghnintake@bchs.org.au.
- Alternatively you can download the posters via the links below for immediate print and display around your business:



Poster 1



Poster 2

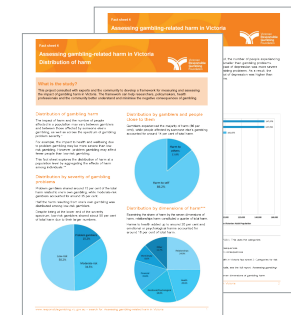
2.

Provide information about gambling to your staff

- Providing information about gambling can strengthen staff knowledge about the negative impacts that gambling can have.
- It can also dispel common myths about gambling (i.e. 'that harm is only financial', 'that harm only affects people experiencing addiction' etc.).
- Here are some useful infographics and factsheets your business can promote to staff electronically or via hardcopy:



City of Whittlesea
EGM data



Distribution of
Gambling Harm in Vic

'Easy' approaches to prevent gambling harm in the workplace



3.

Consider alternative venues for work meetings or functions

- Overexposure to gambling products and advertising can lead to increased gambling participation and possibly even harm.
- Your business can play a role in reducing staff exposure to gambling by considering alternatives to gambling venues for your work meetings, social club outings, staff mid and/or end of year functions.
- Gambling venues include:
 - Venues containing electronic gaming machines (i.e. 'pokies')
 - Casinos
 - TAB or Keno outlets
 - Bingo centres
 - Racecourses and racetracks

4.

Include information about Gambler's Help services in your HR resources

- Gamblers Help North & North Western provides services to people experiencing issues with gambling that live or work in the City of Whittlesea. Services provided include:
 - Counselling
 - Financial counselling
 - Peer Connection
 - Support for family and friends
 - Community education
- Contact information and a detailed description of Gambler's Help North & North Western services can be viewed [here](#) and easily added to the HR resources of your business.
- Gambler's Help offers 24 hour phone and email support on 1800 858 858 or www.gamblinghelponline.org.au
- Your business may also have use for this Gambler's Help North & North Western referral tool:

[Referral tool](#)

‘Moderate’ approaches to prevent gambling harm in the workplace



5.

Remove monetary entry fees and prize pools from workplace footy tipping competitions or Melbourne Cup sweeps

- By removing monetary entry fees and prize pools from your workplace footy tipping competitions and Melbourne Cup sweeps, the focus of these activities become less about gambling and more about building social-connection.
- Your business may want to consider investing in non-monetary prizes for these workplace competitions (e.g. perpetual plaques or trophies, family movie passes etc.).
- An alternative option could include your business maintaining your competition entry fees but rather than a staff member ‘winning’ the prize pool, it could be donated to a charity of their choosing.

6.

Provide financial literacy training to staff

- Financial literacy training can provide your staff with money management skills, enabling them to make more informed financial choices. This can lead to a reduction in gambling participation.
- Your business can access free financial literacy training by contacting Kildonan Uniting Care on 8401 0100 or info@kildonan.org.au and requesting a **Money Minded** workshop be delivered to your staff.
- Some topics that **Money Minded** workshops cover include:
 - ‘Planning and budgeting’
 - ‘Understanding paperwork’
 - ‘Dealing with debt’
 - ‘Credit and loans’
 - ‘When paying is difficult’

Other topics can be included by request.

‘Moderate’ approaches to prevent gambling harm in the workplace



7.

Provide information sessions to staff

- Information sessions from Gambler’s Help are free and available to businesses which can help managers and staff to:
 - Understand the issue of gambling and how it can present itself in the workplace
 - Recognise the warning signs that a person may be experiencing issues with gambling
 - Learn how to approach talking to someone about their gambling
 - Become aware of Gambler’s Help support services available locally
- The sessions can be tailored to your individual business learning needs.
- You can book a free Gambler’s Help information session for your business by contacting Gambler’s Help North & North Western on 1300 133 445 or ghnintake@bchs.org.au.

8.

Install gambling website blocking software onto your computers system

- Developments in digital technology have changed how and where people gamble. Smartphones, tablets and computers allow people to place bets 24 hours a day, seven days a week – at home, on the go, even at work.
- Your business can implement online safety measures to protect staff from accessing gambling websites and applications via workplace provided electronic devices.
- Some websites that may be useful for business include:
 - www.gamblock.com
 - www.betfilter.com
 - www.cyberpatrol.com
 - www.cybersitter.com
 - www.netnanny.com

‘Intense’ approaches to prevent gambling harm in the workplace



9.

Include gambling education in staff induction or training

- Integrating gambling education into staff induction or training processes can help your business demonstrate corporate social responsibility. It also assists with:
 - Helping your staff understand the risks associated with gambling
 - Communicating how your business is role modelling responsible practice by protecting staff from gambling harm
- Simply download the below PowerPoint presentation and integrate it into the next staff induction or training session your business delivers:



[Understanding Gambling Harm presentation](#)

10.

Remove all social gambling activities from your workplace

- Social gambling activities in the workplace include Tattsлото syndicates, footy tipping competitions, Melbourne Cup sweeps and any other competition involving wagering.
- Though these activities are often viewed as “harmless”, they can contribute to the broader normalisation of gambling.
- Social gambling activities in the workplace can also lead to peer-pressure between co-workers to participate.
- Your business can de-normalise gambling behaviours by removing all forms of social gambling from your workplace.

Develop a gambling policy for your workplace

- [illegible]

12.

- Electronic gaming machine venues in Victoria are required under legislation to report annually on the ways in which their venue provides “benefit” to the local community. This can result in sponsorships and cash offerings to businesses, community groups and sporting clubs. Unfortunately, what many people don’t realise is that these financial contributions derive from community gambling losses.
- It is highly encouraged that businesses make a formal commitment to not accept donations from gambling venues (i.e. by noting this in your workplace gambling policy or code of conduct).
- By not accepting donations from gambling venues, your business is making an ethical decision to not support the Victorian Gambling Industry.

Where businesses can access support

If your business would like advice about preventing gambling harm in the workplace by implementing actions outlined in this tool – you can receive guidance from Whittlesea Community Connections on 9401 6666 or admin@whittleseacc.org.au.



If your business is would like advice about dealing with a gambling issue within your workplace – please contact Gambler's Help North & North Western on 1300 133 445 or ghnintake@bchs.org.au.



If your business would like further information about gambling in Victoria – please contact the Victorian Responsible Gambling Foundation on 9452 2600 or contact@responsiblegambling.vic.gov.au.

