

Alcohol and the Workplace: Opening the Conversation

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ALCOHOL

CHANGE^{UK}

Recruitment



Job Description

Grow our business

Let me know which issues are bringing our business down?

Pay: Competitive

Alcohol and Work



DRY JANUARY[®]
by Alcohol Change UK

Alcohol
Awareness
Week

64%

**of UK workers report drinking
for work-related reasons**

Taking Stock (Oct 2025)

£5.06B

**Estimated cost to the UK
economy**

Institute of Alcohol Studies - 2025

Low risk drinking

51% “I haven’t done anything to manage my drinking”

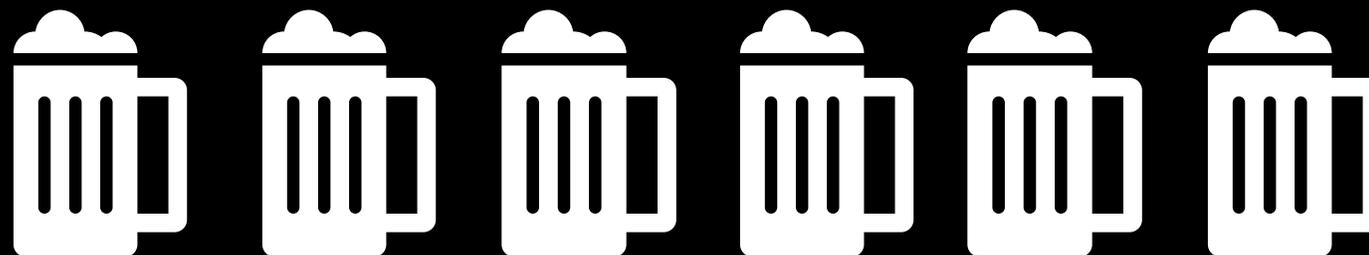
- Harms across the drinking spectrum 2025 (ACUK / BIT)

- **Reduced sleep quality**

- **Worse daily functioning**

- **Poorer dental health**

14 Units



What we can do about it

■ Action on alcohol related incidents

■ Invest in engagement building activities

■ Ensure awareness of your policies

■ Adjust policies

Reactive

Pro-active

■ Increase support (EAP)

■ Ask employees to come forward

■ Train managers to have a conversation

■ Raise awareness

Workplace Productivity

31%

**Calling in sick in the past year
after drinking with colleagues.**

29%

**Reported that their colleagues
were tired or sluggish after a
work event.**

- O'Halloran J and Rees S - Taking Stock: Counting the economic costs of alcohol harm, IPPR (Institute of Public Policy Research) – October 2025

Workplace Events

58%

Their workplaces hosted casual events such as trips to the pub at least every few months

52%

Report that their employers had not included alcohol related issues in HR or wellbeing policies

- O'Halloran J and Rees S - Taking Stock: Counting the economic costs of alcohol harm, IPPR (Institute of Public Policy Research) – October 2025

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**Working for a world free from
the harm caused by alcohol.**