

# **Reducing Gambling Harm in the Workplace**

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# Aims of the Session

Develop an awareness of the signs of problem gambling

Develop confidence about supporting employees affected by gambling harm.

Develop an awareness of the support available for managers, and also for employees affected by gambling harm.

Recognise the importance of using appropriate policy and process to reduce gambling harm.

# Why do you think people might gamble?

Because it's  
exciting/for the thrill

It's  
entertaining

If I gamble  
enough it will  
pay off  
eventually

I make  
friends  
when I  
gamble

Gambling is a  
way to make  
money

It makes me  
forget about  
everything  
else

# Gambling Continuum



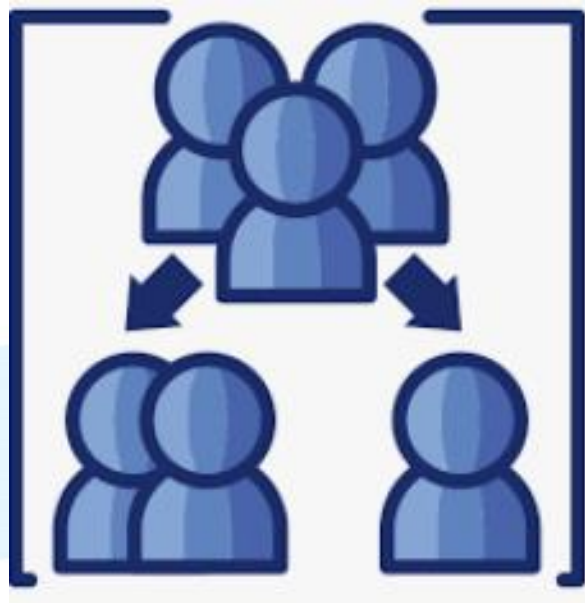
[learn.problemgambling.ca](http://learn.problemgambling.ca)

# Signs of Problem Gambling



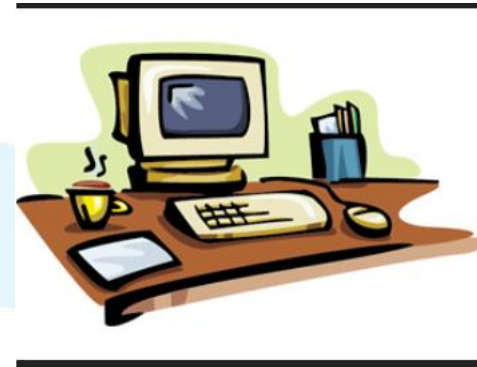
# Breakout Room 1

How can problem gambling affect a person at work?



# Why should workplaces care about gambling harm?

- Impacts on employee mental health
- Reduced productivity and results
- Increased employee sickness and other absence
- Theft and fraud
- Damage to reputation
- Duty of care and ethical standards
- Healthy workforce



# Affected Others

- 6-10 other people are affected per gambler
- Up to one million Scottish people could be affected by someone else's gambling harm
- 82% stated their work/education was impacted
- Reduced work performance and missing work

**Community** ↔ **Workplace**



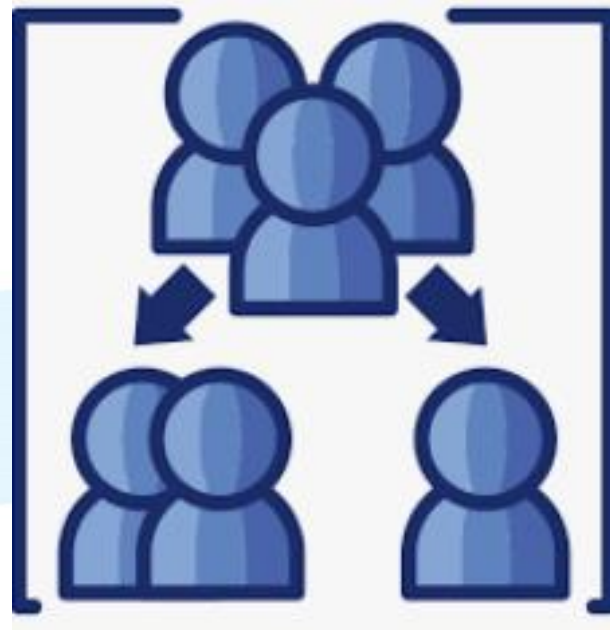
# Working From Home and Gambling in the Age of COVID

- Technology means, people can bet 24/7, from home and from work
- Boredom, loneliness and isolation of working from home
- Online gambling and gaming exploded during lockdown
- Gambling ads are everywhere



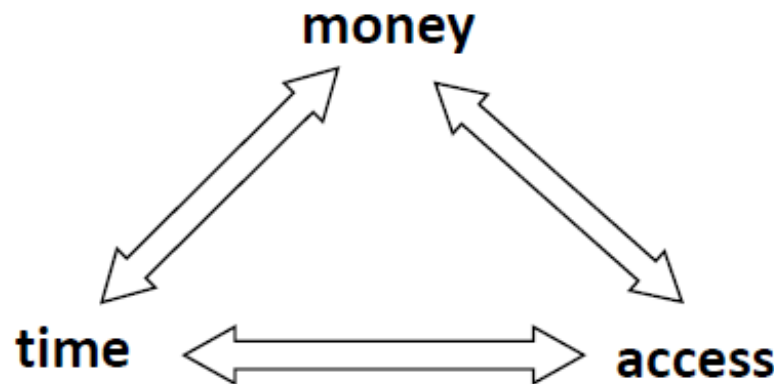
## Breakout Room 2

How can colleagues/managers/workplaces support a co-worker affected by gambling harm?



# Supporting Staff Affected By Gambling Harm/Early Interventions

- Workplaces are great sources of support
- How to start a conversation about gambling behaviour/harm?
- Seek the advice of a professional support service – do not lend money.



# Workplace Policies to Reduce GH

## Sheffield City Council's Guidance for Problem Gambling

What is problem gambling?

Aims

Managers' responsibilities

Reasonable adjustments

Affected Others

Support Services

Risk Assessments



# Workplace Gambling Charter

WORKING TOGETHER TO  
TACKLE GAMBLING RELATED  
HARMS IN THE WORKPLACE  
& COMMUNITY



GAMBLING  
COMMISSION



BeGambleAware®



- Making a commitment
- Taking actions
- Training and support
- Time to recover
- Confidentiality and sensitivity

# Available Support/Resources

## **GamCare (Scotland)**

<https://www.gamcare.org.uk/> & <https://www.gamcare.org.uk/get-support/find-local-treatment/gamcare-scotland/>

## **Citizen Advice Bureau**

<https://www.citizensadvice.org.uk/scotland/debt-and-money/get-help-with-gambling-problems/>

## **Unite Gambling in the Workplace Charter**

<https://www.unitetheunion.org/media/2514/unite-gambling-in-the-workplace-charter.pdf>

## **Gamblers Anonymous Scotland & Gam-Anon**

<https://gascotland.org/> & <http://www.gamanonscotland.org/>

## **NHS**

<https://www.nhs.uk/live-well/healthy-body/gambling-addiction/>



thank  
you!