



Drug policy – effective measures
and interventions

Drug prevention in the workplace

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THE AKAN MODEL

- 1 A policy on use of alcohol, drugs and gambling
- 2 Empower managers on the necessary conversation
- 3 Offer help and support – Individual Recovery agreement

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Status

Data

- Annual survey on the use of substances and tobacco in Norway conducted by Statistics Norway (SSB) on behalf of the Norwegian Institute of Public Health (FHI), based on randomly sample from the population register (2013 – 2022).
- The sample includes 12,658 employed individuals aged 20-65 years (average age = 39 years).

Alcohol Use Among Employees

- 88 % of employees reported drinking alcohol within the last 12 months.
- 15,3 % exhibit risky alcohol use, measured using the AUDIT screening tool, compared to 11 % among non-employed.
- Risky alcohol use is almost three times higher among men (22%) than among women (8%), particularly among young, unmarried men without children.
- A significantly higher proportion of risky alcohol use is seen among craftsmen, process/machine operators, transport workers, employees in military professions (small sample), and managers (high consumption) than the average.
- Lower levels of risky alcohol use are found among office workers, cleaners/unskilled staff, and employees in academic professions compared to the average.

Use of Prescription Medications Among Employees

- 29 % reported using one or more prescription medications in the past 12 months:
 - 23 % painkillers
 - 7 % sleep medications
 - 4 % sedatives
- The proportion using painkillers is higher than average among employees in sales, service and care professions as well as among those in military occupations.
- There is less variation in the use of sleep medications and sedatives across occupational groups

Use of Illegal Drugs Among Employees

- 3,8 % reported using illegal drugs the past 12 months:
 - 3,3 % cannabis
 - 1 % cocaine
 - 0,5 % amphetamines and ecstasy/MDMA
- Cannabis use increased among young women (ages 20-40) from 3% to 7% between 2021 and 2022.
- Cocaine use increased among young men (ages 20-40) from 3% to over 6% between 2020 and 2022.
- Use of illegal drugs is more common among employees with risky alcohol use.
- A greater proportion of craftsmen reported use of cannabis, cocaine, ecstasy/MDMA, and amphetamines than the average.

1. Alcohol and Drug Policy

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Problematic use?

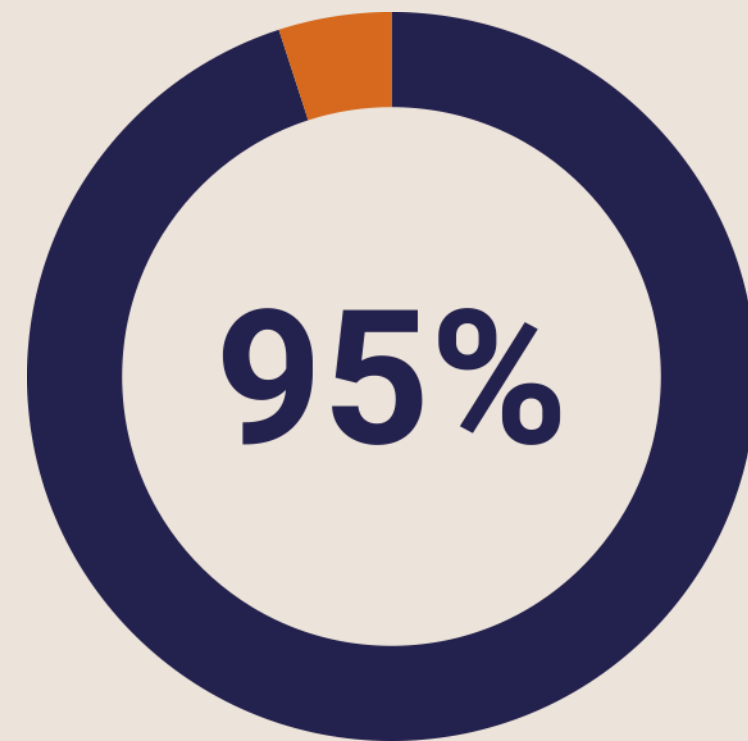
Negative consequences on

- safety
- quality
- productivity
- absence
- work environment
- reputation

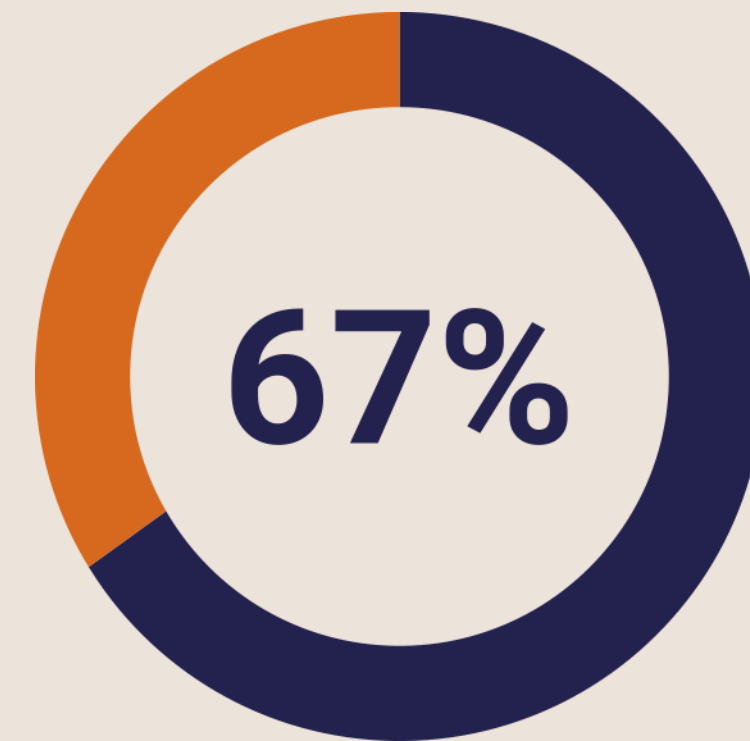
ALCOHOL AND WORK LIFE



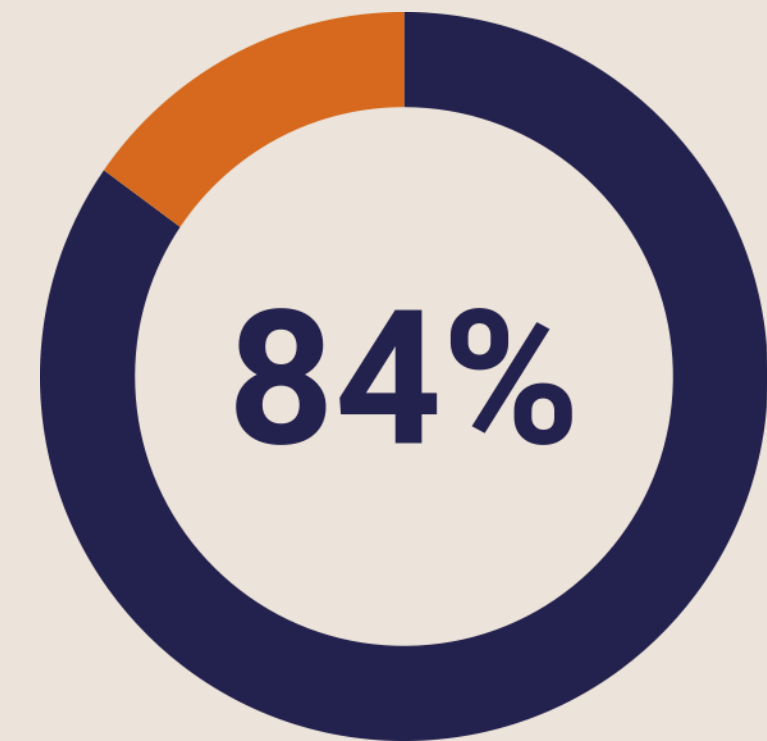
1 in 3 people know about guidelines



95% want guidelines during working hours



67% want guidelines outside working hours



84% says the workplace should offer help to their employees

2. Empower Leaders

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Symptoms at work

- Change in absences
- Change in work performance
- Change in behavior

3. Offer Help & Support

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INDIVIDUAL RECOVERY AGREEMENT

- An offer
- A binding agreement that ensures a close follow-up over time
- Team consisting of manager, OHS and the person himself

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Examples

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I have a young employee in his twenties. He's been working a lot over the past few months. We're a company with shift work, so he often takes on double shifts, never takes breaks, and is always on the go. He's actually one of my most efficient employee right now, but it worries me that someone so young is spending his life working so much. So, I decided to talk with him.

He immediately told me that he started taking ecstasy and amphetamines at parties with his friends. But now, he's taking a small amount of amphetamine every day. He actually wants to quit, but finds it hard to tell his friends.



A 28-year-old man works onshore for an oil company, where his duties include operating a forklift. He has a high rate of sick leave and recently lost his driver's license due to driving under the influence. HR has spoken with him about his frequent absences and offered him access to counseling services, as he is struggling with bipolar disorder.

In his first session, he admitted to using cocaine, though never while at work. He is terrified of losing his job, especially now that his girlfriend has left him, and he needs to find a new place to live. He wants help but remains fearful about job security. With support from the counseling service, he is now planning to ask his manager if he can receive assistance and possibly be reassigned to duties without safety responsibilities until he completes treatment.

Balancing the interests of two parties

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SUSTAINABLE DEVELOPMENT GOALS

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

14 LIFE BELOW WATER

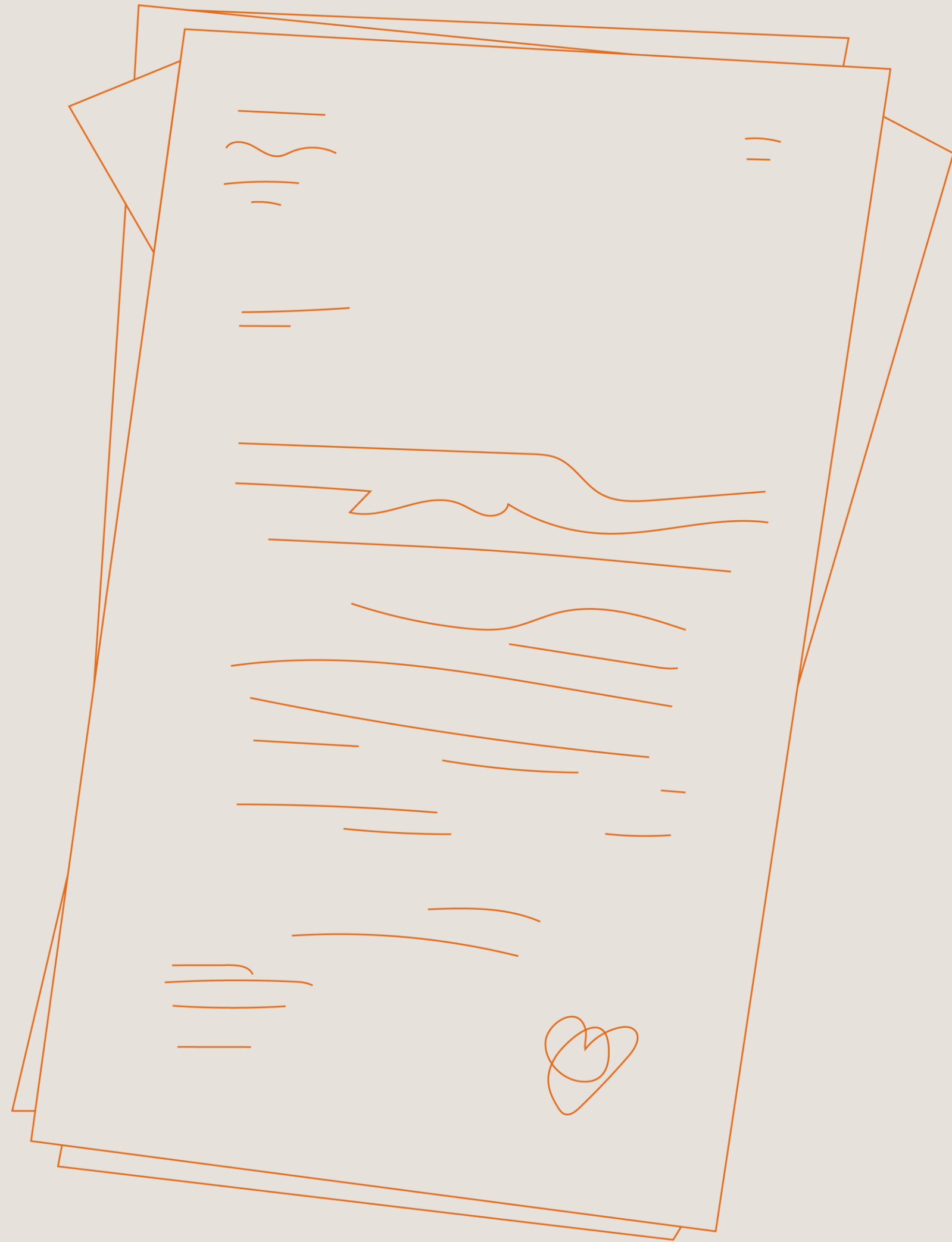
15 LIFE ON LAND

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

SUSTAINABLE DEVELOPMENT GOALS

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ANCHORING OF THE AKAN MODEL

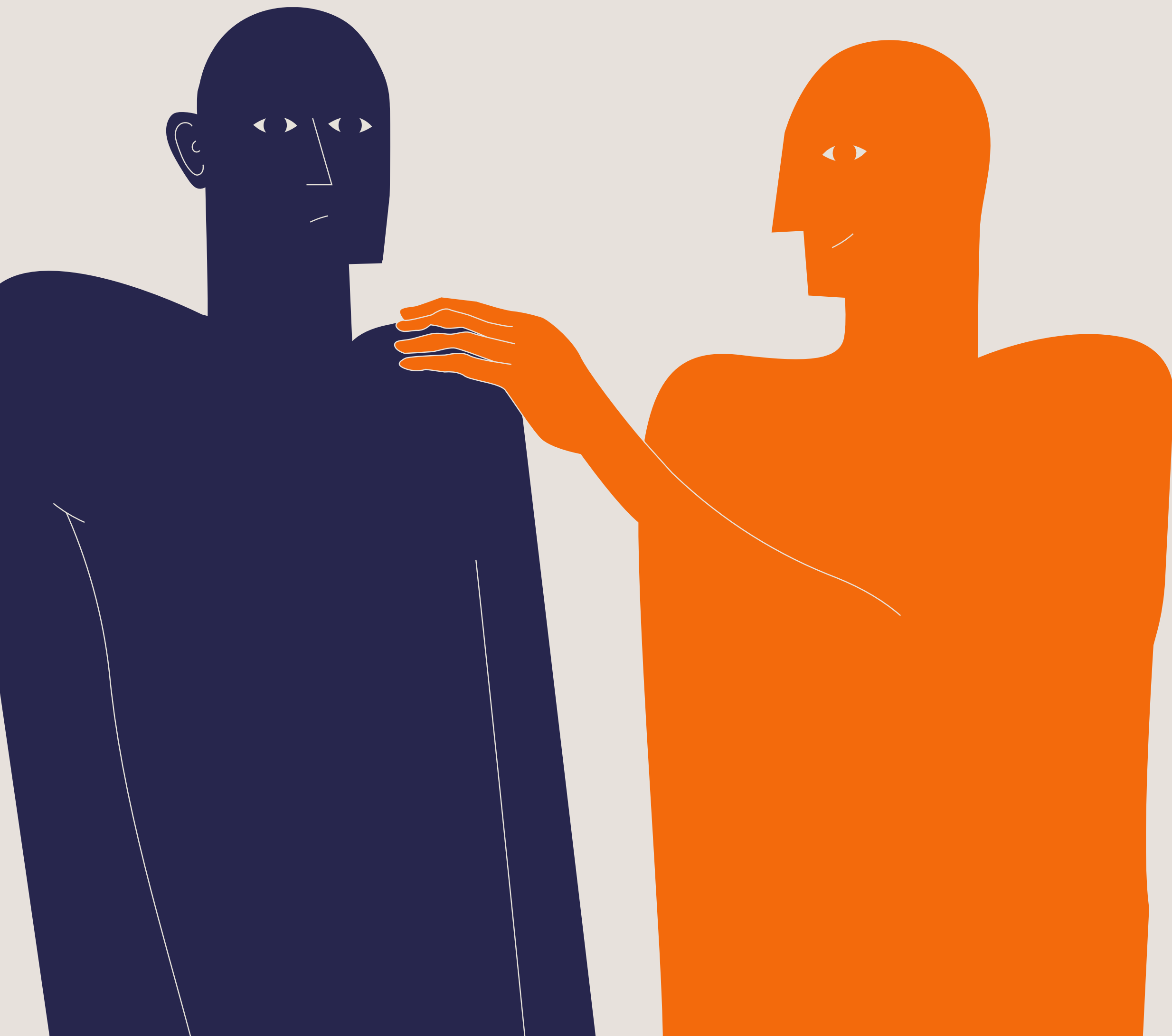
- Agreement and cooperation between the employers and employees
- Formulate policy on use of alcohol, drugs and gambling
- Known to everyone in the company



PREPARATION

- Lower your level of ambitions
- Do not expect recognition
- Set a goal for the conversation
- Why are you worried?

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COSTS

- 3-4% reported being absent from work due to drinking the previous day
- 11% reported being less efficient at work due to drinking the previous day
- Alcohol related absence and inefficiency costs min. 1,1 billion NKR a year

Social costs

- 30 % reported bothered by an intoxicated colleague at social events in work-context
- 11-12 % of the employees reported not participated at social events in work-context due to alcohol use
- 12 % of the employees reported having experienced social pressure to drink the past 12 months
- 7 % reported they had experienced sexual harassment from a colleague
- 2,1 % reported being physically harmed by an intoxicated colleague