

Abstracts_Axis_3

The Reference Framework as an analysis and monitoring tool of prevention policies in the workplace?

A short abstract of the Norwegian contribution to the Pompidou Conference
Strasbourg Oct. 15-16

Axis 3

Presenter: Elisabeth Ege, director, Akan kompetansesenter

Content

Elisabeth Ege will present a case study of the Norwegian custom service that have used culture building as a vehicle of raising awareness about alcohol and drug use in regards to work life. This case study will serve as a comparison to the reference framework, as suggested by the Pompidou group. In addition, Ege will shed light on some experiences related to culture building as a vital tool of tackling said issues.

ANALYSIS AND MONITORING OF POLICIES ON PREVENTION OF ADDICTIONS IN THE WORKPLACE: LESSONS LEARNT FROM THE EURIDICE PROJECT

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Abstract

The authors will present the case-study of Euridice, a project designed to assist the workplace in the development of policy and implementation practices to address prevention and harm reduction of drug addiction and other psycho-social issues at work. The project has been implemented in several enterprises in Italy and in Europe for the past 10 years with the co-financial support of the European Commission.

This paper will present good practice findings and will corroborate the need for having tools which are based on solid scientific bases in order to analyse and monitor policies on prevention of drug addiction in the workplace. Emphasis will be placed on the presentation of the tools¹ used in order to measure the efficacy of intervention on prevention and to the added value and multiplier effect that they produce in enterprises that are cognitive oriented.

The paper will also present the contribution of Euridice to the European label ‘Workplace without alcohol and drugs’.

The authors will also explain how overall outcomes of the project over the years have enabled a better understanding of the factors which contribute to improved and increased participation of workers as a result of the project; the attitudes of families towards addiction; learning from evidence about what policies and practices have the best results and use this evidence to inform policy from good practice as well as sharing best practice and lesson learning with stakeholders and government to improve awareness, capacity, and service provision.

¹ Pre and post intervention tools, monitoring of accidents, disease and absenteeism before and after the implementation of the project and generally any psycho-social issue at the workplace as well as the ability to generate other programmes of help and prevention in line with policies of corporate social responsibility.

ABSTRACT OF MRS DOS SANTOS

A company's philosophy concerning alcohol and drugs sets the tone for its drug-free workplace policy and programme. TAP has produced a written drug-free workplace policy that acts as the foundation for its drug-free workplace programme - "Programa Prevenir" - which has been designed and is being implemented by TAP's Health Services - Unidade de Cuidados Integrados de Saúde (UCS). From UCS point of view, addictive behaviour is harmful to individuals' health and causes impairment of otherwise capable employees, jeopardizing their functions within the company. For that reason, the approach adopted by "Programa Prevenir" is focused on employees' health, performance, and security and based on the principles of accountability, transparency, respect for collective and individual freedoms, and solidarity within working communities, as proposed by the Frame of Reference established by Group Pompidou/Council of Europe. The "Programa Prevenir" main aims are to prevent substance use and encourage those with substance use problems to seek professional assistance. The "Programa Prevenir" is based on the principles of includes 4 main components: 1) awareness activities; 2) supervisors drug education training sessions; 3) drug testing; and 4) counselling and treatment.