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Alcohol, Drugs and Prevention in the Workplace

Challenges in the field & Solutions

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Kris De Meester

Manager health and safety affairs & international
industrial relations

Challenges in the field

HOW TO

- Convince employers/workers that alcohol and drugs have negative impact on work(place)
 - ✓ **Business case for A&D policy**
- Find support for company alcohol and drugs policy
 - ✓ **Employer+workers+experts/intermediaries**
- Remove legal obstacles
- Limit availability of A&D
- Focus on performance/functioning

Challenges in the field

HOW TO

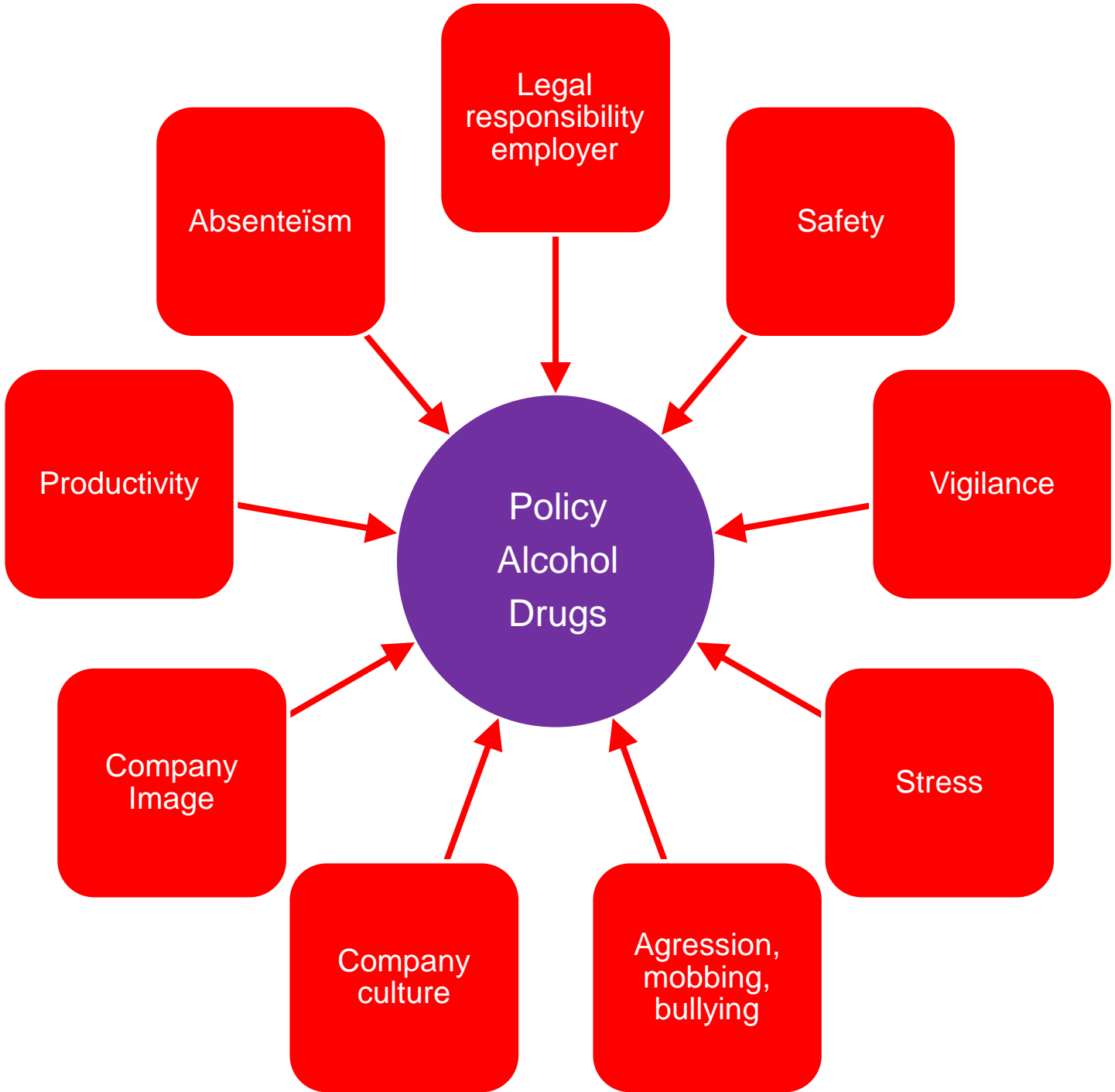
- Stay away from ‘proof’ and ‘penalties/sanctioning’
- Avoid ‘medical’ approach
- Ensure a (basic) HR function, equally necessary for a successful prevention policy
- Provide adequate tools, models, awareness raising materials
- Make sure top-down meets bottom-up
- Ensure participation of clients, contractors, visitors
- Change mentality (old habits die hard)

SOLUTION(S)

- Collective negotiated approach

CLA 100 Alcohol and drugs

- Resulted from the Interprofessional Agreement 2007-2008
- WHY?
 - ✓ Legal framework not clear
 - ✓ Companies want to know what is allowed and what not
 - ✓ Workers complaining about behaviour of colleagues
 - ✓ Make the problem debatable, break the taboo
 - ✓ Negative impact on worker himself, on the colleagues and on the company

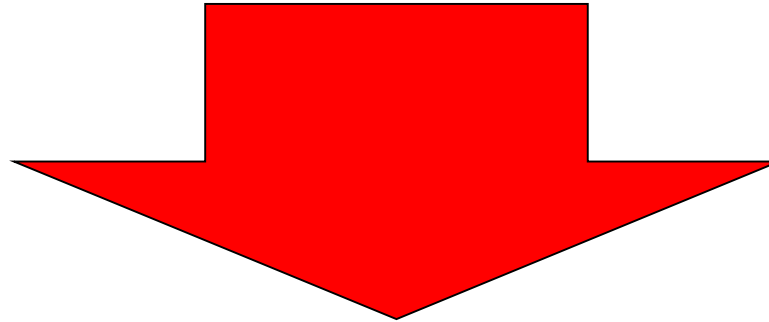
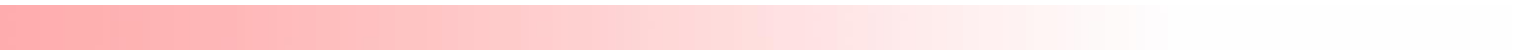


Alcohol and work

- Number of problematic drinkers: 5 - 10% of working population
- Absenteeism: 2-6 times average
- Increased chance of accidents: 2-4 times higher - 15 to 30% under the influence of alcohol
- Prevent-study (2004):
 - ✓ Employee arrives drunk at work: in 70% of companies
 - ✓ Staff at least one time drunk while working: 40% of companies
 - ✓ Absenteeism due to alcohol abuse: in 76% of companies

Alcohol and work

- Problematic drinker productivity limited to 75% of salary
- Productivity loss due to absenteeism and unemployment in EU: yearly €9-19 billion / €6-€23 billion (Anderson & Baumberg, 2006)
- 2,2 billion euro productivity loss in Belgium
 - ✓ 1/3 of total cost for society (Pacolet, 2003)
- 60% results from occasional abuse and/or inadequate alcohol consumption



- **CLA 100 01.04.2009**



- ✓ **On a prevention policy for alcohol and drugs in the company**



CLA 100 Alcohol and drugs

- Goal: Make discussable, prevent and remedy disfunction at work as a result of alcohol and drugs consumption
- Company policy: first stage
 - ✓ Determine the principles and goals at company level
 - ✓ Policy statement (everything possible from 'common sense' to 'zero tolerance')
 - ✓ Compulsory for all companies
 - ✓ In consultation with workers(representatives)
- Company policy: second stage
 - ✓ Rules for availability (or not) of alcohol, work related alcohol consumption
 - ✓ Procedures to follow in case disfunction of a worker is observed
 - ✓ Procedure to follow in case a worker is not able to work
 - ✓ Testing is possible (for prevention, not for sanction)
 - ✓ 2nd stage not compulsory
 - ✓ In consensus with workers(representatives)

CLA framework

- No tailor made policy for every company...
- ... limited to providing the framework to establish a company policy

Pilars

- Information and training
 - Behaviour rules / code of conduct
 - Procedures in case of acute and chronic abuse
 - (Testing)
 - Assistance/aid programs
-
- Implementation in companies taking into account the necessary transparency

Principles

- FUNCTIONING
- DOUBLE AXE
 - ✓ Health and safety
 - ✓ HRM
- FOR ALL
- PREVENTION FOCUS
- WORK RELATED
- SPECIFICITY OF THE SUBSTANCE

CLA 100 Alcohol and drugs

- Added value

- ✓ Problem now out in the open (no taboo anymore)
- ✓ Clear framework created
- ✓ Not just for safety reasons but also economic and health motives
- ✓ Ready to use models and procedures
- ✓ Exchange of good practices and ideas
- ✓ Testing made legally possible
- ✓ Win-win for workers and employers

Awareness raising

- Brochure with guidelines for employers/workers
- Information sessions
- Download:
 - ✓ www.vbo-feb.be
 - ✓ www.cnt-nar.be

EEN PREVENTIEF ALCOHOL- EN DRUGSBELEID IN DE ONDERNEMING



Collectieve arbeidsovereenkomst **nr. 100**

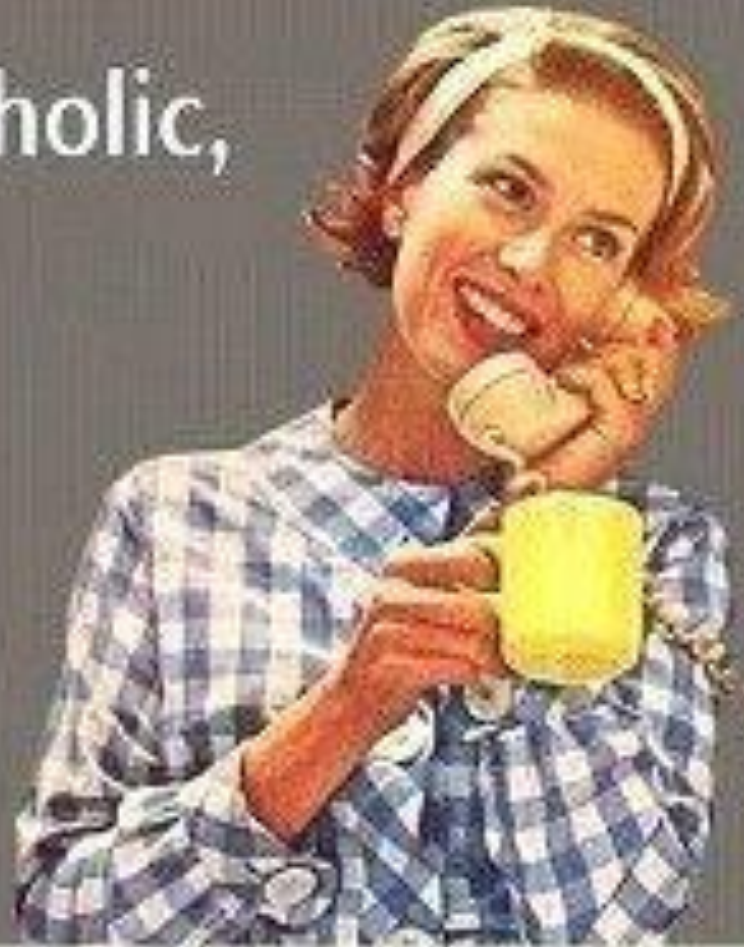


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I'm not an alcoholic,
alcoholics go
to meetings.

I'm a drunk,
we go to
parties.





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DRUGLIJN
ALLE ANTWOORDEN OVER DRANK, BRUIJS EN PILLEN



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ALLE ANTWOORDEN OVER GRANK, DRUGS EN PILLEN.



Thank You!

Any Questions?

Twitter:
[@KrikkeDM](#)

Mail:
kdm@vbo-feb.be

Phone:
[+32 2 515 08 92](tel:+3225150892)

Address:
FEB
Rue Ravenstein 4
1000 Brussels

Fax:
[+32 2 515 09 13](tel:+3225150913)