

Prevention of Psychotropic Substances use in the work environment

- Temporary workers placement - (staffing work)



employers association: private employment sector



The beginning

Social Partners

Authority for Working Conditions (ACT) +
Institute of Drugs and Toxic dependence (IDT)

Social dialogue 2009/2011

- Portuguese Navy Force
- Data Protection National Commission
- Directorate General of Health
- Occupational Health Portuguese Society



The adoption of policies and programs to prevent the consumption of psychoactive substances constitutes a benefit to all workers. To that extent, the correlation between the exercise of occupational duties and substance consumption and the emphasis on promoting health lifestyles are fundamental components to be developed in this area. (abstract)

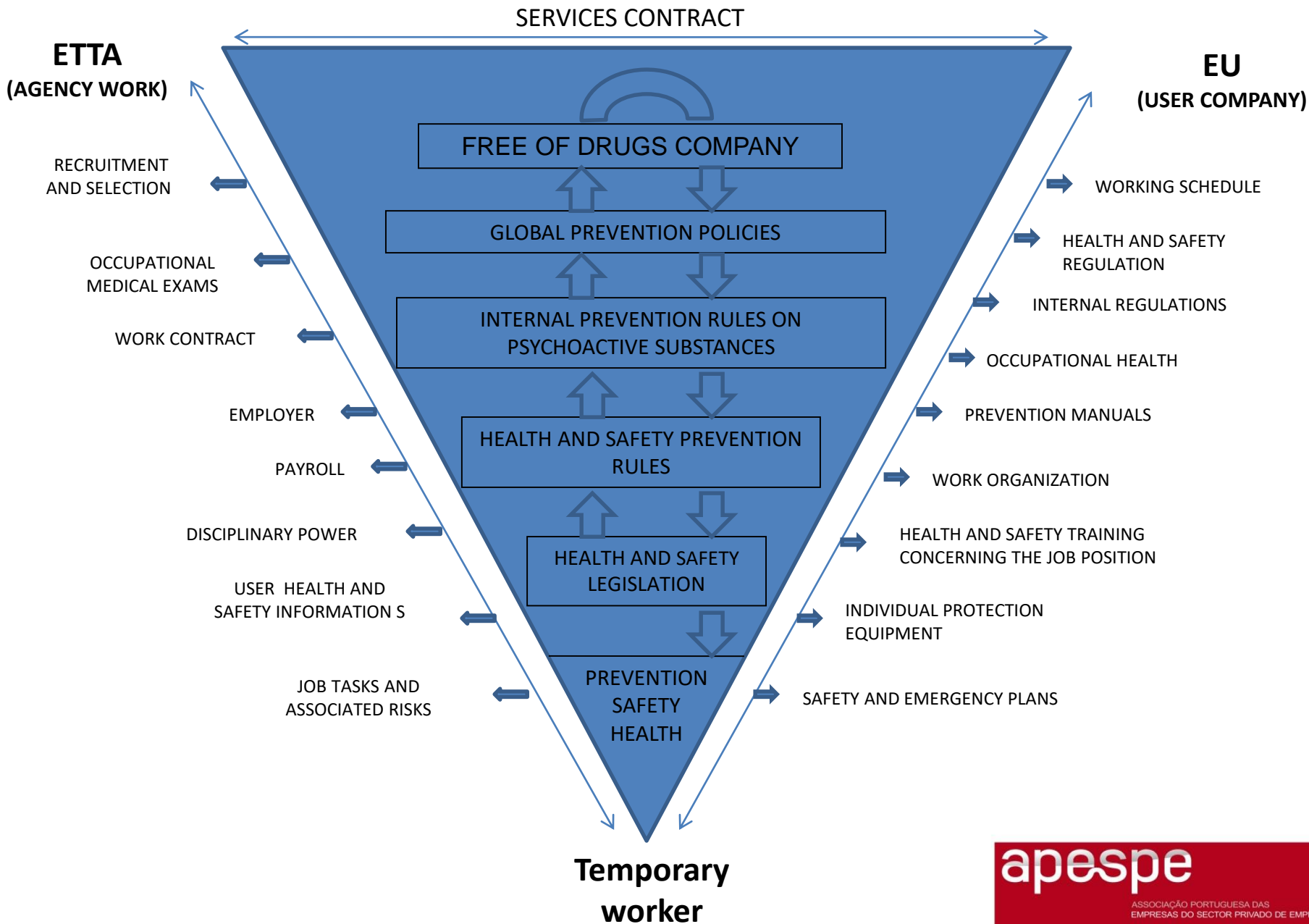
Guidelines for intervention
in labour context

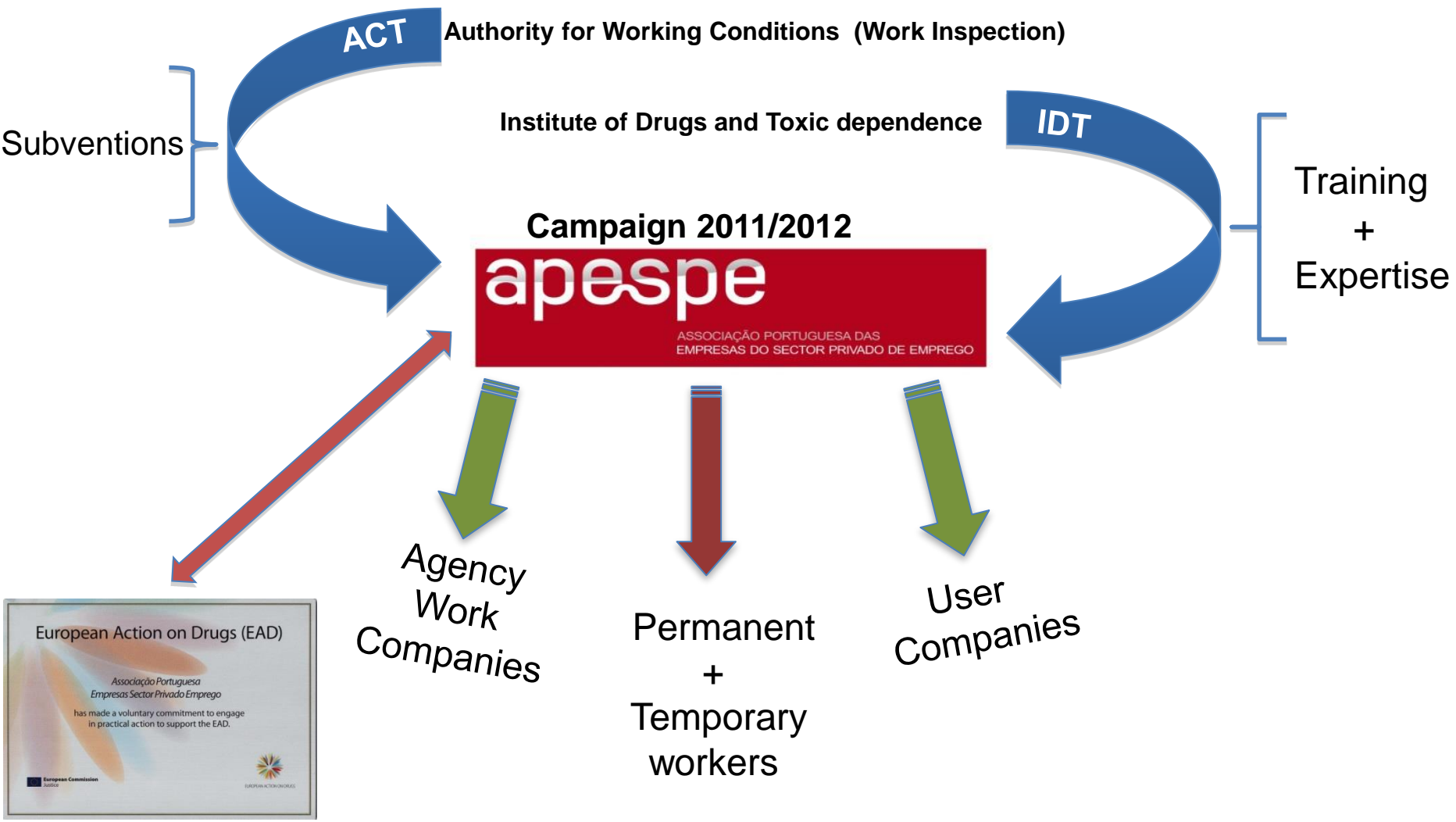


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LEGAL FRAMEWORK TO BE CONSIDERED

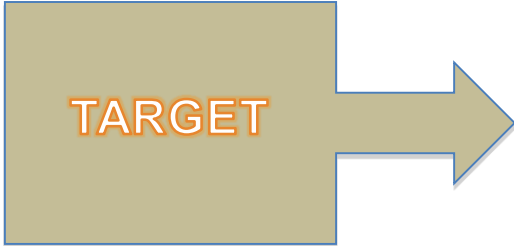




Training...

- Certified training on drugs by IDT to 58 Human Resources managers of agency work companies;
- Each HR manager was committed to deploy the training to other HR professionals;
- APESPE had special working meetings with HR managers of associated companies;
- APESPE staff training with Alterstatus
- 6 newsletters about the subject were produced

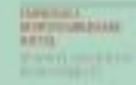
Campaign Universe



246 – Agency Work Companies
160 000 – Temporary Workers
2.460 – Permanent Workers
1.000 – User Companies

+ collateral effects

Departure...



The use of drugs in the work environment is a subject that should be addressed in the company, with suitable strategies regarding its context and with open dialogue towards life quality.

The company should encourage programs and campaigns as part of its social responsibility program.

Principles

- ✓ Focus in the working individual (employees focus)
- ✓ Social dialogue and co-responsibility
- ✓ Company proactivity
- ✓ Prevention in the work environment
- ✓ Recognition of the rehabilitation importance
- ✓ Intervention plans of integrated answers
- ✓ Promotion of changes in risk behaviors
- ✓ Construction of individual knowledge on self health and safety

Staffing Industry

Policy of



Companies Free of Drugs

Agency Work Companies shall assure that User Companies value and practice *drugs free policies*

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We commit to share responsibilities and organize actions and partnerships Locally, Nationally and at European level

Purposes

- Promotion of a healthy and social implicit culture ;

 **Definition of clear and coherent rules of POLICY about psychoactive substances;**

- Generate the knowledge of risks and of the solutions vulnerability;

 **Information;**

- Create healthy changes in the behaviors at work ;

 **TRAINING. SUITABLE ENVIROMENT;**

- Restore health and ability to perform with quality standards;

Promote the precocious treatment of the cases;

- **No marginalizing attitude.**

Education and Health Promotion Program

Temporary Workers



Activities:

- Creating and distributing printed materials;
- Sites divulgation;
- Information of access to treatment and internal supports;

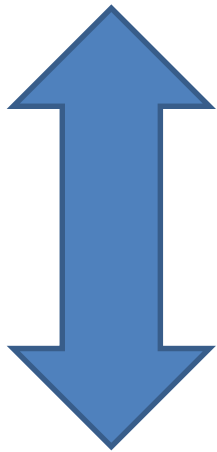


- Promote self evaluation and hetero-help;
- Informative sessions and debates;
- Reinforce healthy behavior;
- ***Healthy work in a drug free company;***
- Marketing.

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PROMOTION of HEALTH and SAFETY



BETTER productivity
Efficiency
Competitiveness



AVOID MISTAKES

- This is a problem of **all** and touches the company in a serious way
- Do not overlap the National Health Service (SNS)
- A better work needs a free of Psychotropics environment
- You have **MORE** to gain

Evaluation

Considering the time



IMPACT?

- **Materials developed;**
- **Proposals presented;**
- **Messages sent.**

On the other side?

Time factor





2012/2013

Campaing for delivery of the
“ company free of drugs diploma”

**Measure the impact of
the campaign in AWC
and UO**

**Implementation of
internal policies**

Codes of practice

DISCUSSION with social partners and ACT/IDT officers of the
universality of the drugs test

Cont...

- ❑ Development of efficient drug fighting policies;
- ❑ Combined effort from several players (complex solution);
- ❑ Coordination among the companies that provide and receive the temporary workers;

COMPANY PARTICIPATION

AVOID RISK WORKING CONDITIONS

LIMIT THE OFFER

HAMPER THE DRUG
ACCESS

PREVENT USE

**NO
DRUGS**

REDUCING
DEMAND

PROTECT THE ILL
PACIENT AND
SUPPORT
TREATMENT

ENABLE
REINTEGRATION

DAMAGE CONTROL IN
CASE OF USE

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Individual role...

- The individual is active in its health and safety at work
- Is responsible for its actions,
- Emphasis the drug use as individual responsibility

knowledge, attitudes and behavior

Treatment



How to promote treatment if the characteristic is denial?

- Responsibility — work demands sobriety, good physical condition and responsibility ;
- Reinforce positively the choices for treatment ;
- Do not facilitate: “don’t close the yes”, “have no paternalist attitude”, “ NO to the individualism”;
- Viability of treatments. Show ways, opportunities;
- Consistent and firm communication
- Dissuade.



DENIAL

Screening...

- Drug use is a health and safety problem ;
- There are proven impacts on the work environment;
- Early detection and dissuasion is efficient ;
- Psychotropic's undermine; skills, decision and fulfillment ;
- The right of privacy may be restrained by public interest ;
- Responsibility and maturity of the workers, the X factor ;



- What should be the objective criteria to measure the effect of each drug in work context?
- Relation between dose-effect: global mental functions, specific mental functions and movement functions;
- Rights and citizen freedom;
How to assure the worker protection and company safety?



- Screening work inserted in the company policy;
- *Defend the safety of the product, of its users and of the workers*
- Warrant the **4Cs**:

Confidentiality

Cooperation

Commitment (mutual)

Capability



PRIMUM NON NOCERE

International Seminar

March 21st 2012

CONCLUSIONS

- It was clear that the social partners, institutions and user organizations have a notorious interest for the practical questions, discussed at the seminar, regarding the Prevention of Psychotropic Use;
- It emerged a clear idea that it is absolutely necessary to create a Think Tank on the universality of drug screening tests;
- It was been decided that APESPE and ALTERSTATUS will create a explanatory regulation, in order for the associated companies and other organizations, to receive the label "FREE OF DRUGS COMPANY".

Seminário Internacional
Prevenção Consumo Álcool
e Psicotrópicos
Ambiente Laboral

21 de Março de 2012

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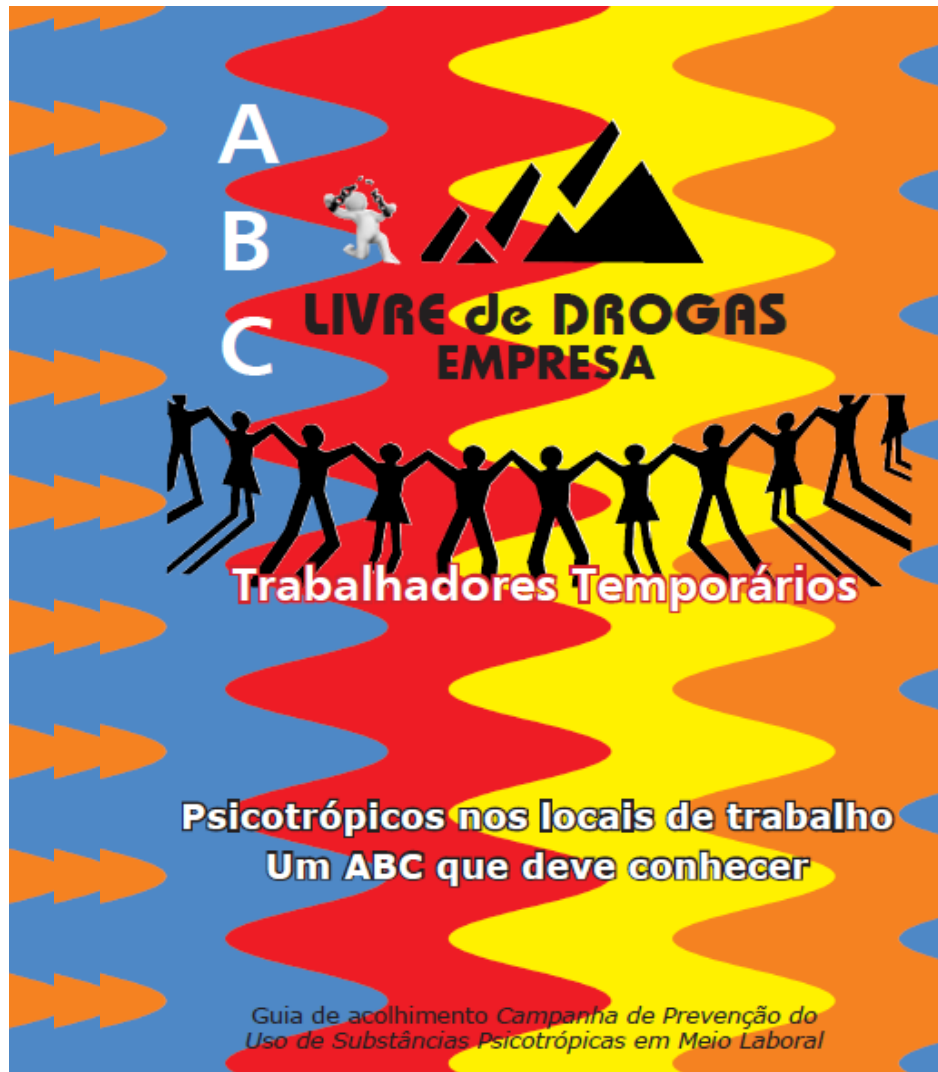
International Seminar

March 21st 2012

OIT/ILO, Pompidou Group EC, Eurofound, OEDA
Authority for Working Conditions, Institute Drugs Toxicdependence
Social Partners



Manual for Workers



An ABC guide for
Workers prevention

- 24 pages of information to decode the use and prevention of psychotropic in labour context
- Self evaluation
- reinforcement of healthy behavior
- Towards free of drugs companies

Manual for Companies

Manual SOS PSICOTRÓPICOS

Campanha de Prevenção
Uso de Substâncias Psicotrópicas
Meio Laboral

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ACT

AUTORIDADE PARA AS
CONDUÇÕES DO TRABALHO



- How to identify the problem
- How to prevent
- How to deal with
- Legal advice
- Measures to improve

64 pages manual

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REGULATION FOR A DRUG FREE COMPANY

Regulation
for companies



- Assure a written policy about this subject;
- Make diagnoses for problems, risks, protections and resources;
- Involve all workers through their representative structures, as well as superiors, supervisors and board or executive members;
- Define the health and safety purposes involving all the organization;

Free of drugs
companies

No one can trust a company with workers focused in toxics or with their heads in the clouds



The companies that manifest written proof of having a regulation for psychotropic's use prevention, will receive this **label**



Alterstatus

APESPE

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Thanks for your
Attention...

Any questions?

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