

# preventir<sup>+</sup>

**Workplace Drug,  
Alcohol, and Tobacco  
Prevention Programm**

## Prevention of alcohol and drug use in the workplace

15. OCTOBER.2014



**UCS TAP**

UNIVERSITÄT DUISBURG  
ESSEN

**TAP PORTUGAL**

A STAR ALLIANCE MEMBER



**The Company**

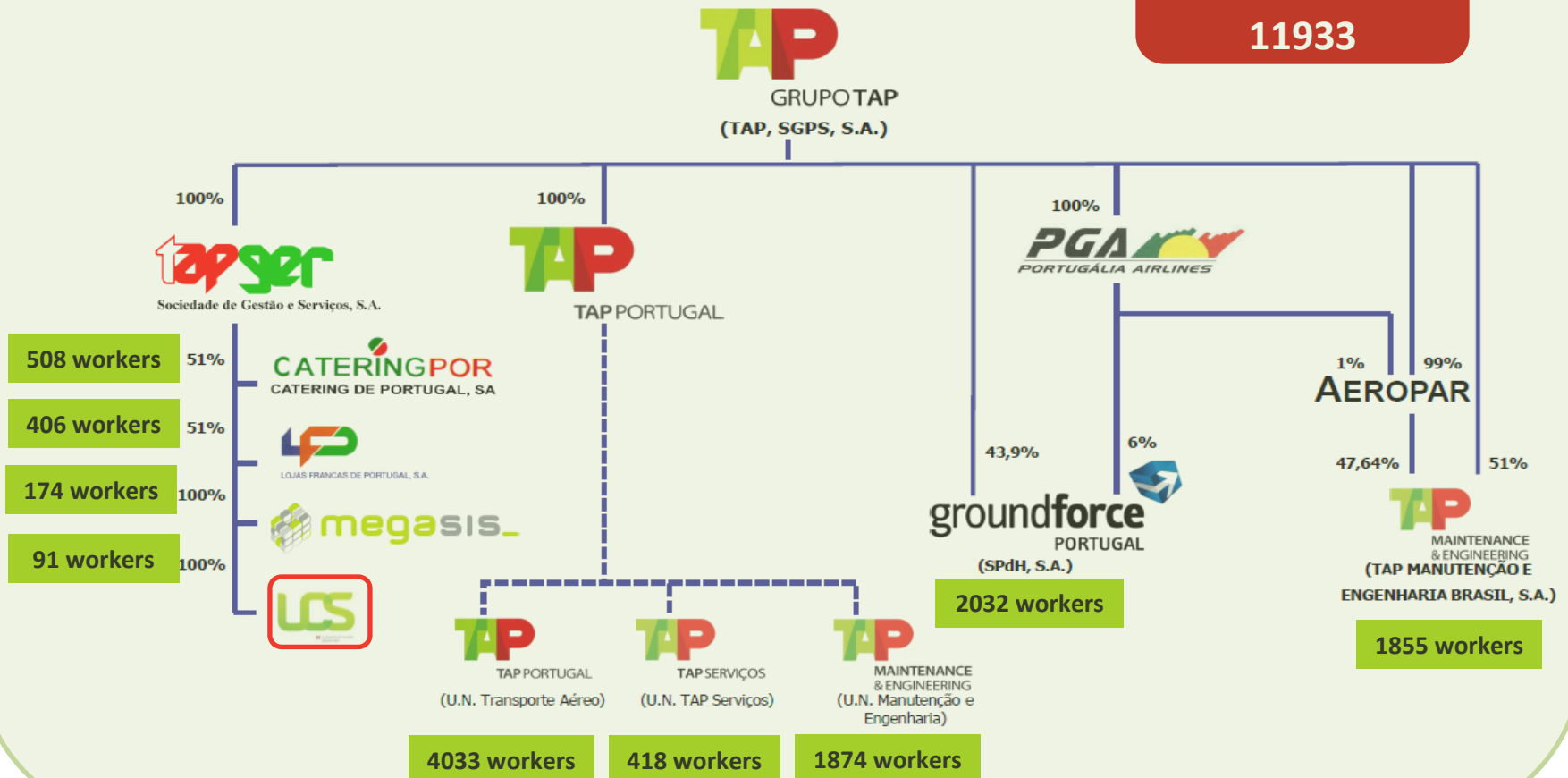


**The Workplace Programme**

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## The Company

Total number  
of workers =  
11933



# The Workplace Programme

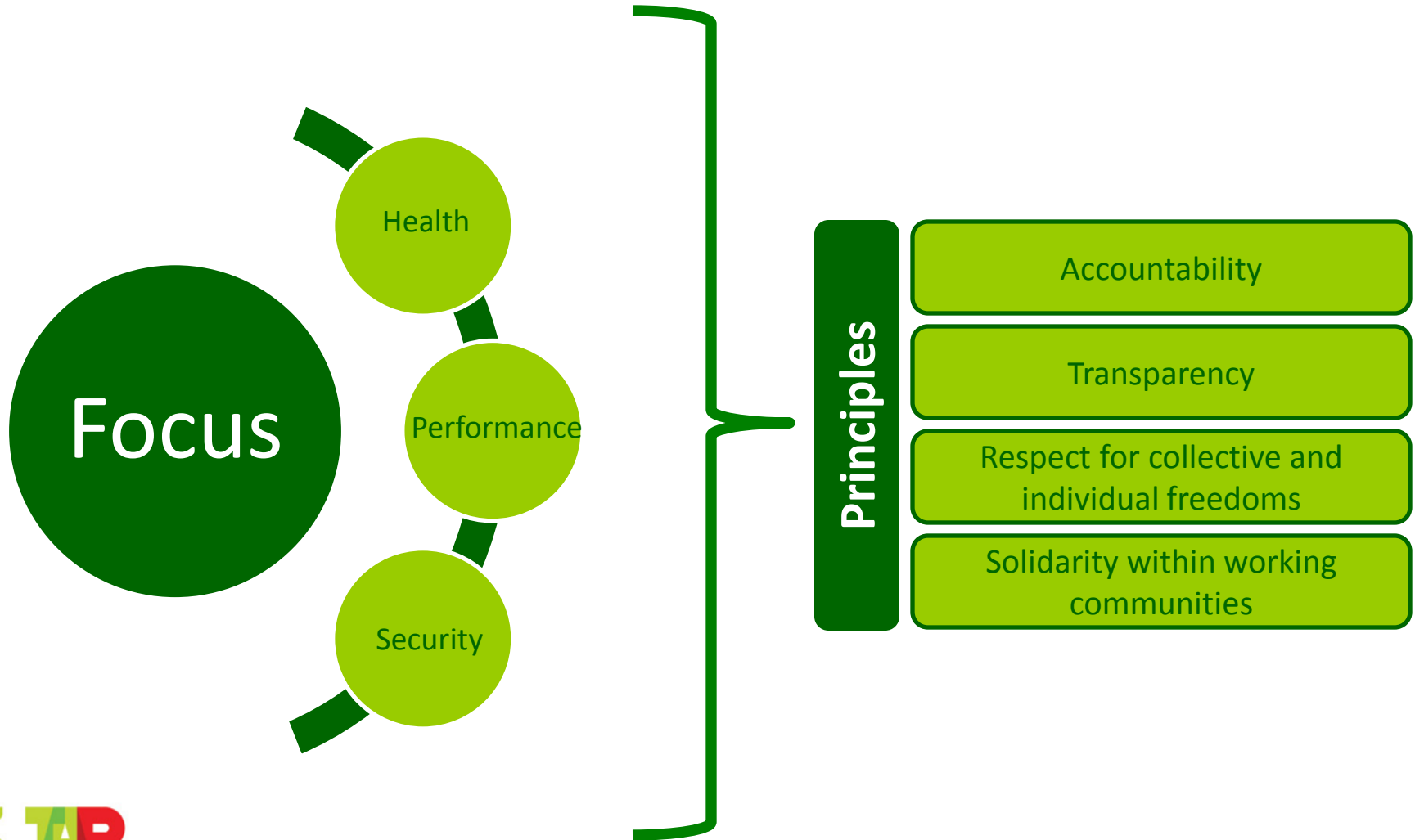
### TAP Portugal Airline drug-free written policy

- Enacted in 2008
- Based on national laws, sectoral policies, and contractual laws

### Guidelines

- Internacional Air Transport Association (IATA)
- Internacional Civil Aviation Organization (ICAO)
- International Labour Organization (ILO)
- European Monitoring Centre for Drugs and Drug Addiction (EMCDDA)
- European Workplace Drug Testing Society (EWDTs)
- Pompidou Group – Council of Europe
- Portuguese Data Protection Commission (CNPd)
- Portuguese General-Directorate for Intervention on Addictive Behaviours and Dependencies (SICAD)
- Portuguese Health Authority (DGS)
- Portuguese Authority for Labour Conditions (ACT)





### Implementation

- Settled by TAP Portugal Airline Healthcare Unit – Occupational Health Department
- In joint with Human Resources Department (Social Services)

### Aims

- Improve employees' health, performance, and security
- Prevent substance use
- Provide treatment to employees with substance use problems





### Staff

- Occupational Health Nurses
- Occupational Health Physicians
- Psychologists
- Psychiatrists

### Approaches

- Awareness activities
- Drug education training
- Drugs and alcohol screening tests
- Counselling and treatment



# Awareness Activities



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Programa de **Prevenção e Controlo do Consumo** de Álcool, Drogas e Tabaco

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Contribuindo para a melhoria da **saúde** e da **segurança**, a TAP PORTUGAL aprovou o **Regulamento Interno** de Prevenção e Controlo do Consumo de Tabaco, Álcool e Drogas que entrou em vigor a 17/03/2008.

Consulte a versão integral do regulamento em [HTTP://campus.tap.pt](http://campus.tap.pt).

## O que vai ser feito?

- 1) Ações de informação e formação;
- 2) Testes de deteção do consumo de álcool e outras drogas;
- 3) Acompanhamento clínico de trabalhadores com consumos problemáticos.

Este acompanhamento clínico é

**CONFIDENCIAL**

## Para quem?

Todos os trabalhadores do grupo TAP Portugal.

## Porquê?

Porque os consumos têm impacto na **saúde** e na **segurança** de todos.

## Para quê?

- Melhorar a saúde;
- Melhorar a segurança no trabalho;
- Melhorar a prestação de serviços.

Para mais informações consulte o "Espaço Prevenir" na intranet da TAP ou contacte-nos através do email: [prevenir@ucs.pt](mailto:prevenir@ucs.pt).

**não beba nem consuma drogas**

**porque a segurança é responsabilidade de todos**

**porque a sua saúde importa**



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**Helpline**



**Email**



**Intranet**

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# Drug education training



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## Drug Education Training

**eLearning**



**Onsite**



# prevenir<sup>+</sup>

## Drug Education Training



**eLearning**



**Onsite**



### Purpose:

To inform about the company drug free policy and the workplace programme  
To provide information on substances and substance use

### Target groups:

Supervisors (mandatory)  
All employees (voluntary)

### Duration:

2 hours

### Contents:

- Drug-free company policy
- Prevenir Programme
- Alcohol and drugs
- Substance use and addiction (warning signs)
- Substance use prevention
- Substance abuse and addiction treatment





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## eLearning



# prevenir<sup>+</sup>

## Drug Education Training



eLearning



Onsite



### **Purpose:**

To present the main warning signs that require referral to Health Services  
To work directors and managers abilities to make referrals to Health Services

### **Target groups:**

Directors, managers and supervisors; Captains; Cabin Attendants Supervisors

### **Duration:**

4 hours (Directors; managers; supervisors)

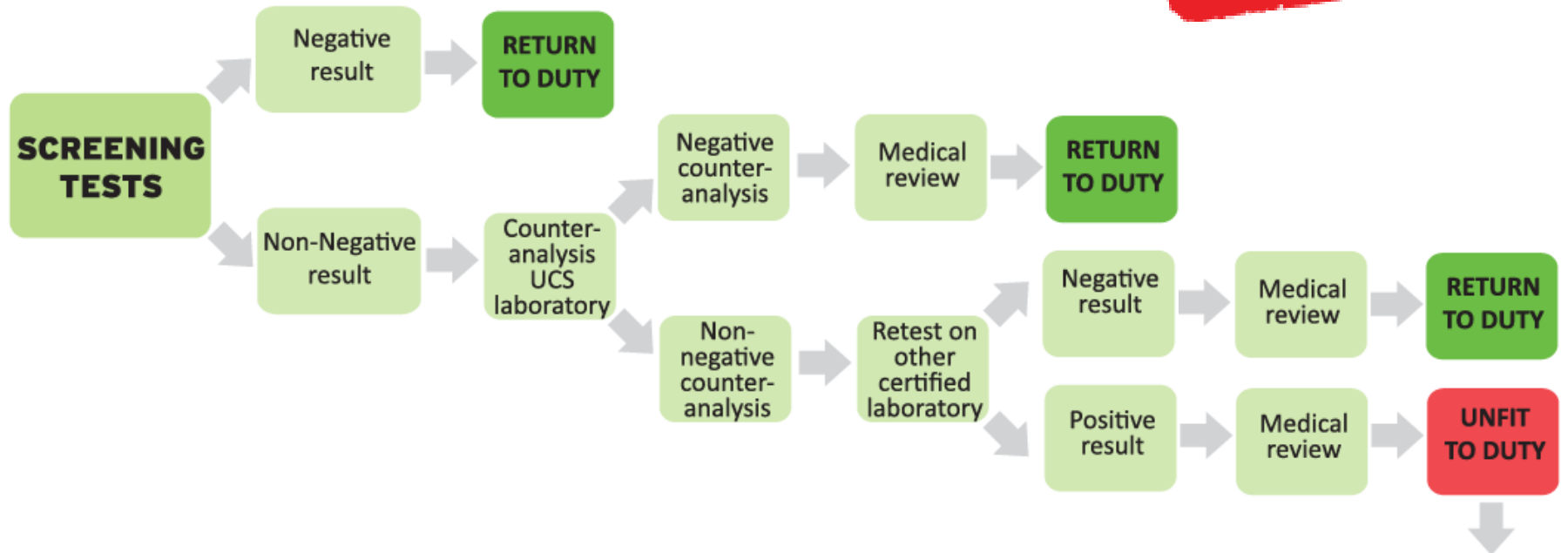
1 hour (captains & cabin attendants supervisors)

### **Contents:**

- Stereotypes
- Prevalence
- Drug-free company policy
- Prevenir Programme
- Warning signs
- Supervisors role
- Case study

# Drugs and alcohol screening tests

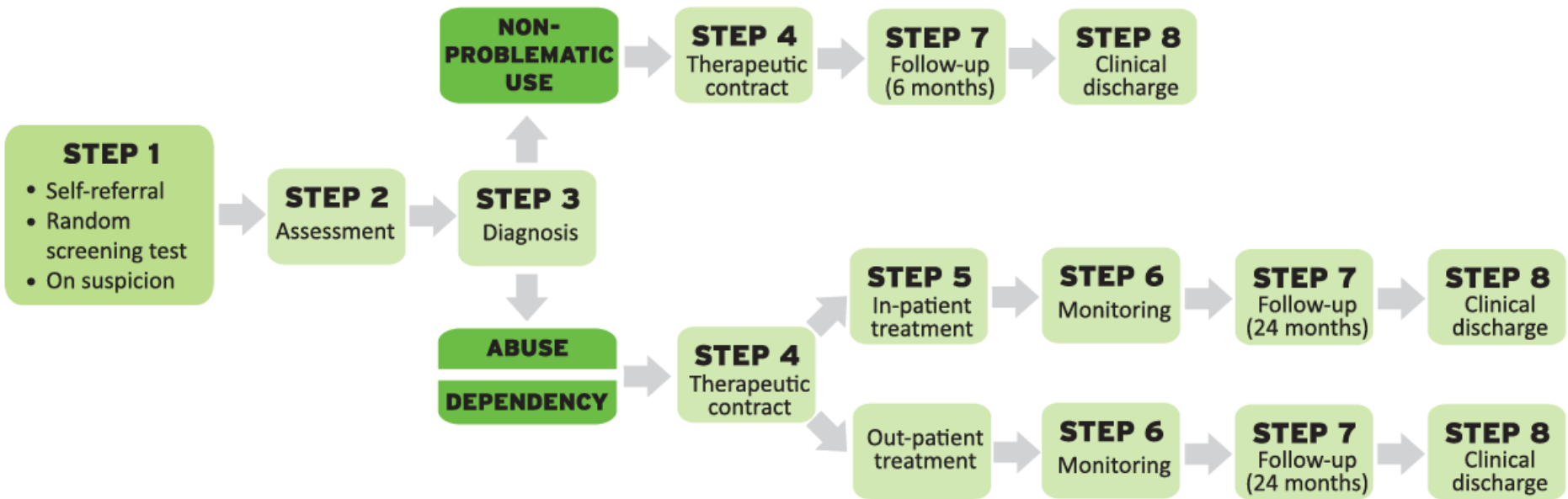
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# Counselling and treatment



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# Contacts





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**Thank you very much for your attention**

