



**Workplace Advisory Centre for issues related to alcohol, drugs  
& addictive gaming and gambling**

«The reward resides in the openness»

**Serving Norwegian enterprises for 50 years**

Pompidou Group Oct 15th 2014  
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# Content

- About Akan Workplace Advisory Centre
- A case study
- Compared to the Reference Framework
- Culture building as a vital tool of preventing drug and alcohol abuse – our experience

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# Akan Workplace Advisory Centre

## Owners and funders:



Confederation of  
Norwegian Enterprises



The Norwegian  
Confederation of Trade Unions



The Norwegian  
government

## Purpose:

- Help managers and employees to prevent and deal with substance abuse and addiction related to alcohol, drugs, prescription drugs, gambling and gaming issues
- Small, medium sized and large companies in all industries

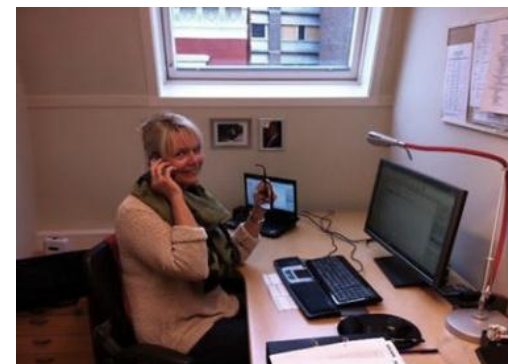
# Akan 2013 at a glance



400 visits, lectures



30 courses



800 calls



4 400 visitors/month



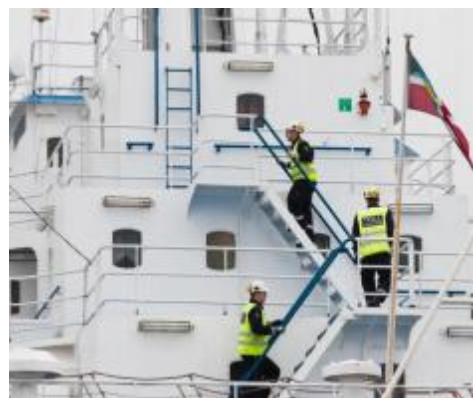
85 stories in the mass medias

- Alcohol
- Drugs
- Prescription drugs
- Gambling and gaming

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# The Norwegian Custom Service





# Why they succeed

## Organization:

- Anchored in management and employees
- Good cooperation between management and employees
- Active unions and safety representatives
- HSE supervisor in a 100 % position
- Electronic HSE system, available to everyone
- Internal HSE network on a national basis
- Resources dedicated to work with prevention on a regular basis

## Measures:

- A policy for drug, alcohol use and gambling
- Prevention - an integrated part of the HSE work and a regular theme in management meetings
- Used a tool, dialogue workshop within all departments



## Policy – highlights

Purpose: Prevention, good image, attractive work climate, professional employees

How: Information, training, and annual discussions

- Moderation is expected
- Being intoxicated, hangovers and smelling of alcohol is not accepted
- Use of alcohol during leisure time should not affect work performance nor absence from work
- Not wear any clothing, jewelry or other items that communicate a liberal attitude towards drugs

# Dialogue workshop

	Alcohol consumption	Expectation to drink	Sense of community	Corporate image	Quality of work "the day after"	Safety, sensitive info.	Family, leisure
Summer party	Red	Yellow	Green	Yellow	Yellow	Red	Red
Party dpt 1	Red	Yellow	Yellow	Yellow	Red	Red	Red
Party dpt2	Yellow	Yellow	Green	Green	Green	Yellow	Red
Christmas party	Yellow	Green	Green	Yellow	Green	Yellow	Yellow
Kick off	Red	Yellow	Yellow	Yellow	Green	Yellow	Red
Annual Conference	Red	Yellow	Green	Yellow	Green	Red	Red

Skriv ut resultatet

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# Compared to the reference framework

- Prevention on the agenda in arenas where you would otherwise work with HSE
- Attention to how the company is unique in terms of risk situations, groups, culture etc
- HSE, company image, including work culture
- Policy known by everyone in the company
- Cooperation between management and employees
- Managers carrying out a conversation as early as possible if they see issues
- Provide help to those with a problem

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# Our experience: Culture building as a vital tool of preventing drug and alcohol abuse

- Alcohol drinking is related to the norms in the workplace
- The reward resides in the openness
- Open corporate culture => advantages
- Important factors in creating such culture
  - Dialogue between the parties, both in small and large businesses
  - Dare to speak about the different situations where we drink together and how we feel about them
  - Avoid a moralizing approach



**Thank you for your attention 😊**







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