



Prevention of alcohol and drug use in the workplace

From a declaration of intent to the implementation of a policy: users' guide to the Reference Framework, good practices, research findings

An employers view
Ir Kris De Meester



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An employers view Ir Kris De Meester



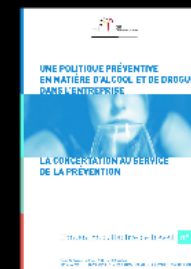
HOW TO

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

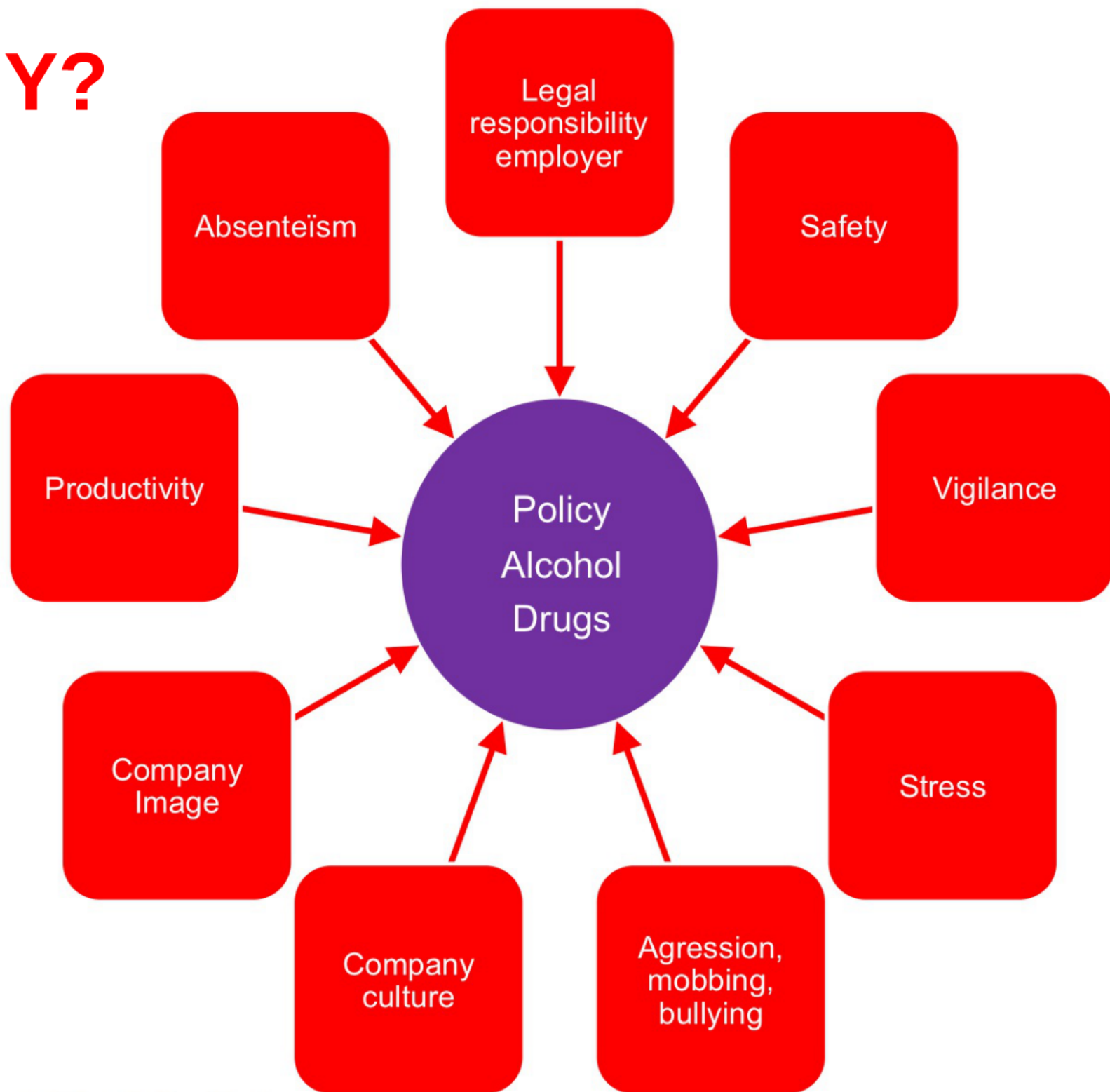


HOW TO

- 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)



WHY?

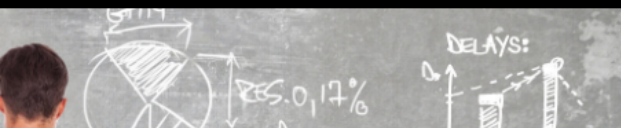




Business Case

HOW TO

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WHY?

Legal
responsibility



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UNE POLITIQUE PRÉVENTIVE EN MATIÈRE D'ALCOOL ET DE DROGUES DANS L'ENTREPRISE



LA CONCERTATION AU SERVICE DE LA PRÉVENTION

Convention collective de travail n° 100

ECG

62 bpm

NO

Health approach
Safety approach
Medical approach



MAIN ACTORS

- Employer + workers
- + key role supervisors



NO

Health approach
Safety approach
Medical approach





NO

Health approach
Safety approach
Medical approach



IMPACT???



**Approach --> good functioning, successful company
= Taking care of business AND your workers!**




MAIN ACTORS

- Employer + workers
- + key role supervisors





MAIN ACTORS

- Employer + workers
 - + key role supervisors
- 
- 
- 



Leadership+Participation

**This is the way we do
things here!
No blame, no shame!**



WHAT?

- ***Awareness raising***
- ***Initiation (event...)***
- ***Information & training***
- ***Rules / code of conduct***
- ***Procedures in case of acute problems***
- ***(Testing)***
- ***Assistance/aid programs***



THANK YOU...



QUESTIONS?

