

Reference framework for the prevention of alcohol and drug use in the workplace

adopted on the 15th May 2012 at the international conference
« *Alcohol, drugs and prevention at the workplace : what are the issues
and challenges for the government, the company and the staff? »* »

What is the Reference Framework?

http://www.coe.int/T/DG3/Pompidou/Activities/work_en.asp

- Resulted from the Ad Hoc Group of Experts' work
- Cf *Prevention in the workplace with regard to alcohol and drug use (CoE May 2014)*

Final declaration adopted in May 2012



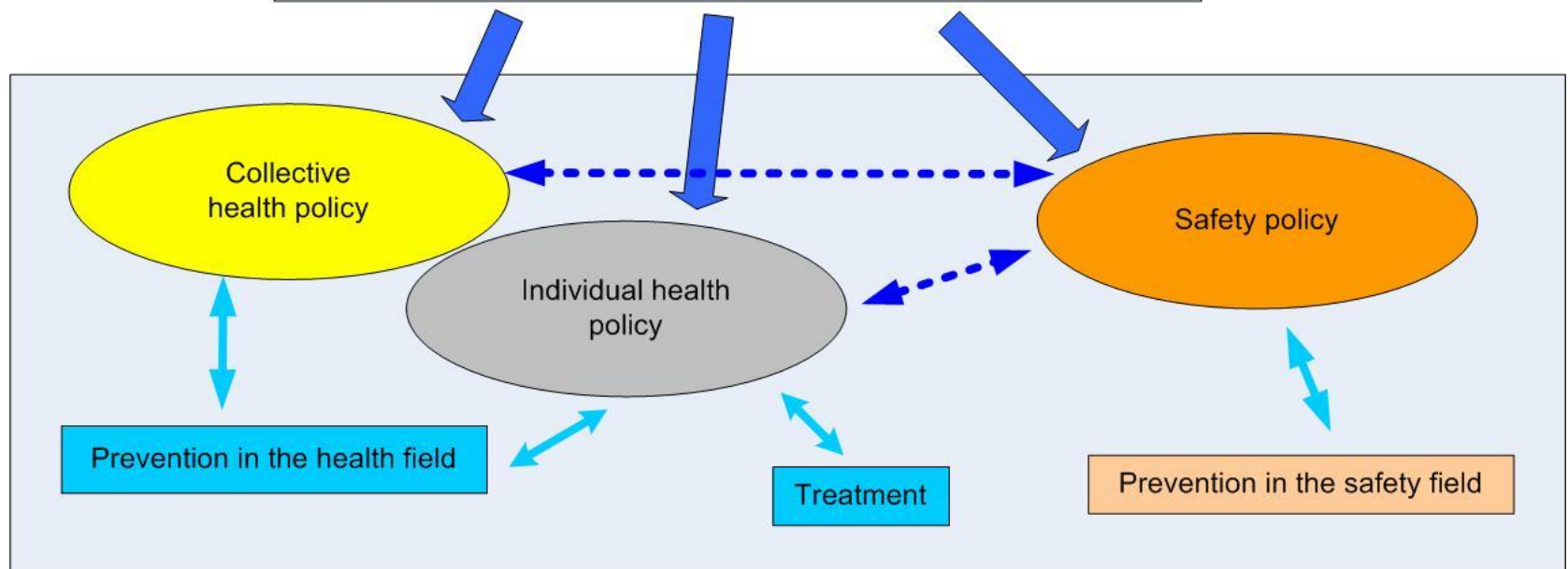
Reference Framework

Aim: To construct a Policy combining the health and safety approaches

This Policy must be appropriate, relevant and efficacious in the professional environment

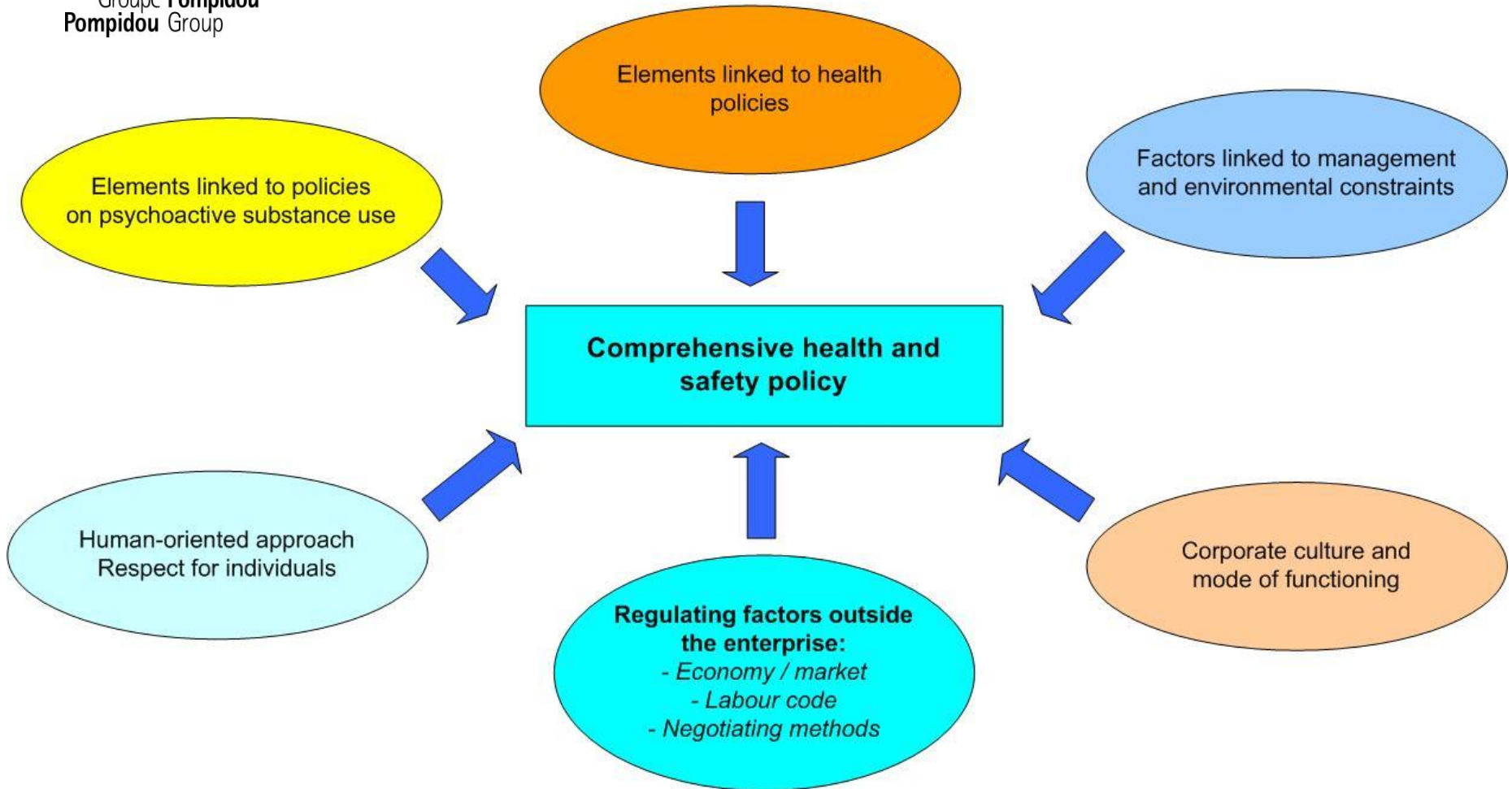
This requires expertise in :

- ⇒ Assessing the prevalence / incidence / impact of addictive behaviours in the workplace
- ⇒ Risk analysis
- ⇒ Identifying the stakeholders' roles and responsibilities
- ⇒ Identifying mobilised skills



The aim is to develop a comprehensive approach combining health and safety

There are some external constraints to be taken into account



Objectives of the reference framework

This reference framework, which is non prescriptive, highlights identified good practices that are shared for :

- Preserving the health of persons viewed as individuals or as employees
- Preventing damage and dysfunctions in the workplace, and damage to equipment
- Clarify each stakeholder's rights and obligations
- Move on from an exclusively safety-oriented approach to one geared to the optimisation of work as a value, as the intersection of multiple obligations and fundamental freedoms

The Reference Framework

a few key principles

- Three functions : prevention, security and care
- A distinctive elements / other tools : its universality. Respect of the specific national approaches
- This framework is based on the principles of accountability, transparency, respect for collective and individual freedoms
- It proposes a balanced approach (health, security of the persons and of the company)
- It gives the means of a comprehensive approach to the other prevention devices of the company
- Participation of all stakeholders and implication of the management
- It aims at, before the prevention process, to define the roles and responsibilities of the various stakeholders
- A Framework placing prevention at the interface between performance obligation and resources made available

Added value of the application of the reference framework

Addictive behaviour is harmful to individuals and all the functions they perform within the enterprise, which justifies action driven by **health and safety concerns in the workplace, by limiting the impact on employability** .

A prevention policy, founded on these principles, contributes to :

- the smooth running of the enterprise, as well as to economic development
- the employee's health, personal development and well-being