SAFETY AND HEALTH AT WORK

psychoactive substances use prevention

Prevention of alcohol and drug use in the workplace

Strasbourg - 15/16 october 2014

Portuguese guidelines
for workplace intervention

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Pompidou Group - Council of Europe

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Conceptual Document

Prevention Concerns

Define base lines for prevention of use psychoactive substances at workplaces

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Steps to Elaborate and disseminate the new document:

⊙ 1st "draft" structured and presented to partners and relevant stakeholders from the Portuguese social, economic and health groups (June 2009).

⊙ Definition of two working groups - a restricted one for technical issues and other more extensive to get general agreements.

⊙ Approval by the Minister of Health at March 31st, 2010.

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Dissemination Steps:

Approvals :

- ◉ Work Minister (May 2010)

- ◉ National Commission for Data Protection (June 2010)

- ◉ Official Approval by the Extensive Working Group (May 2011)

Dissemination :

- ◉ National Websites Dissemination (May 2011)

- ◉ Adaptation the Executive Summary by the Pompidou Group (December 2011)

- ◉ Paper edition (June 2014)

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Main ideas and technical conceptions
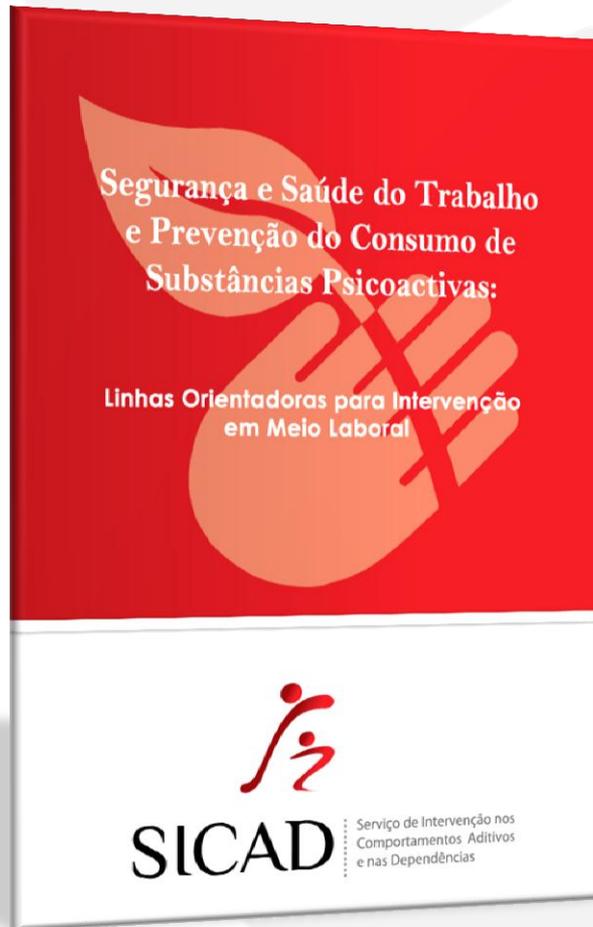
Main ideas and technical conceptions

⦿ Alcohol and drug related harm are health issues and must be addressed as any other physical or psychological condition.

⦿ Psychoactive substances consumption is generally related to:

- ⦿ Weak professional performance
- ⦿ Increasing number of accidents
- ⦿ Absenteeism
- ⦿ Health risks
- ⦿ Loss of productivity
- ⦿ Lower profitability
- ⦿ Company discredit

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Main ideas and technical conceptions

⦿ Workplace is a privileged setting for employers to implement alcohol and psychoactive substances policies

⦿ These should include: prevention, identification, counselling, treatment and rehabilitation, concerning health promotion

⦿ The organizational approach must consider a global strategy and should highlight preventive intervention, supporting their workers, their families and community

⦿ The general objective is to prevent workplace accidents and to contribute for higher levels of safety, reducing levels of psychoactive substances (including alcohol) among employees

⦿ This work generates benefits by providing technical recommendations for developing workplace health and safety policies

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Main Chapters

Psychoactive Substances Definition

Use patterns

Psychoactive Substances use and workplace

Workplace conceptual models for interventions on psychoactive substances use

Workplace Assistance Programs (EAP)

Safety and Health policies

Drug and alcohol testing

Analyses of normative set up concerning workplace based alcohol and drug use

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Next steps

Improve our guidelines with Quality concerns

- ◉ Design and implement a pragmatic and easy to apply document on this matter for:

    - ◉ Micro companies

    - ◉ Small companies

    - ◉ Medium companies

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Thank you for your attention.

Mário Castro

Director - Monitoring and Information Department

SICAD

General Directorate for Intervention on Addictive Behaviours and Dependences

Avenida da República n.º 61 - do 1º ao 3º e do 7ºao 9º
1050-189 Lisbon, Portugal
T. 211 119 000 - F. 211 112 795

sicad@sicad.min-saude.pt

www.sicad.pt

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