

An introduction to the AKAN-model for the prevention of alcohol and drug problems in the workplace

AKAN

Arbeidslivets kompetansesenter for rus- og avhengighetsproblematikk

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

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**THE NORWEGIAN
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AKAN ADVISORY CENTRE

- Advice and guidance to businesses
- Advisory service (47) 22 40 28 00
- In-house courses and training
- Courses and conferences
- www.akan.no

NORWEGIAN INDUSTRY & COMMERCE

What is AKAN?

- **AKAN** Advisory Centre
- **Model** for prevention of drug and alcohol abuse in the workplace
- **AKAN in the company**
 - Alcohol and drug policy
 - A prevention strategy
 - Knowledge and skills to tackle situations

AKAN's objective

➔ Prevent alcohol- and drug problems and addictive gambling in Norwegian business and industry



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- Early detection
- Early intervention

➔ Provide help and assistance to employees with a substance- or gambling problem

Establishing a drug and alcohol policy

- Rooted in the management and among the employees
- Written down in a separate document
- Drug and alcohol policy as an integrated part of the company's
 - HR policy
 - HSE work and internal control
 - Quality assurance work
- Must be known to all employees
- Visible and consistent management that puts words into action

Drug and alcohol policy

- a supplement to the working regulations

- The company's attitude to drug and alcohol use and gambling among the employees
 - During work and in the workplace
 - In situations that can be related to the workplace
 - Use that can otherwise have consequences for a person's job
- The company's description of problem drug and alcohol use and gambling at work and clear guidelines for handling this
- Integrated in the company's other HSE work and internal control system

Reaction Basis

- depends on the company's drug and alcohol policy and the working regulations
- **Arriving at work under the influence of drugs or alcohol**
- **Using drugs or alcohol during working hours**
- **Gambling during working hours**
- **Using drugs or alcohol in your leisure time so that it results in**
 - Absence
 - That the work is not performed satisfactorily
 - That the safety and quality requirements are not met
 - That the company's reputation is blemished

Individual AKAN programme

- Self-initiated due to own concern or at the request of others
- As a consequence of breach of the working regulations
- Must be adapted to each employee, and the needs he or she has, in order to solve the problem
- Must address the company's safety, working environment, quality and reputation requirements

The interests of two parties must be protected!

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