

# Challenges posed from a policy perspective and look into current strategies for reduction of work-related injuries and ill-health, caused by drug use at the workplace.

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Structured session "Addicted to work: the use of cognitive enhancers in the workplace and the implications for occupational safety and health

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## Drug use and problem use **at** work?



**Work-related use:** alcohol and drug use during the hours (immediately) before work, at work (including during lunch breaks), during 'specific occasions' at work (such as company parties), and during travel to and from work.

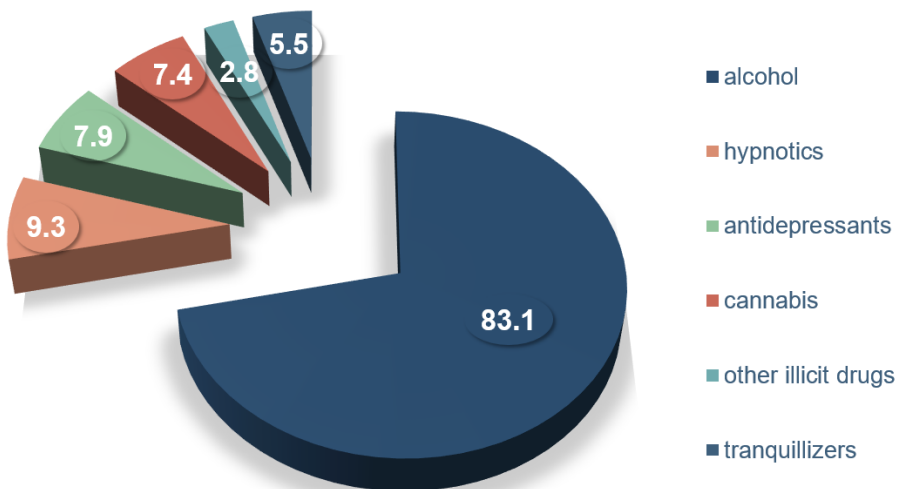
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## Work related substance use and consequences at work

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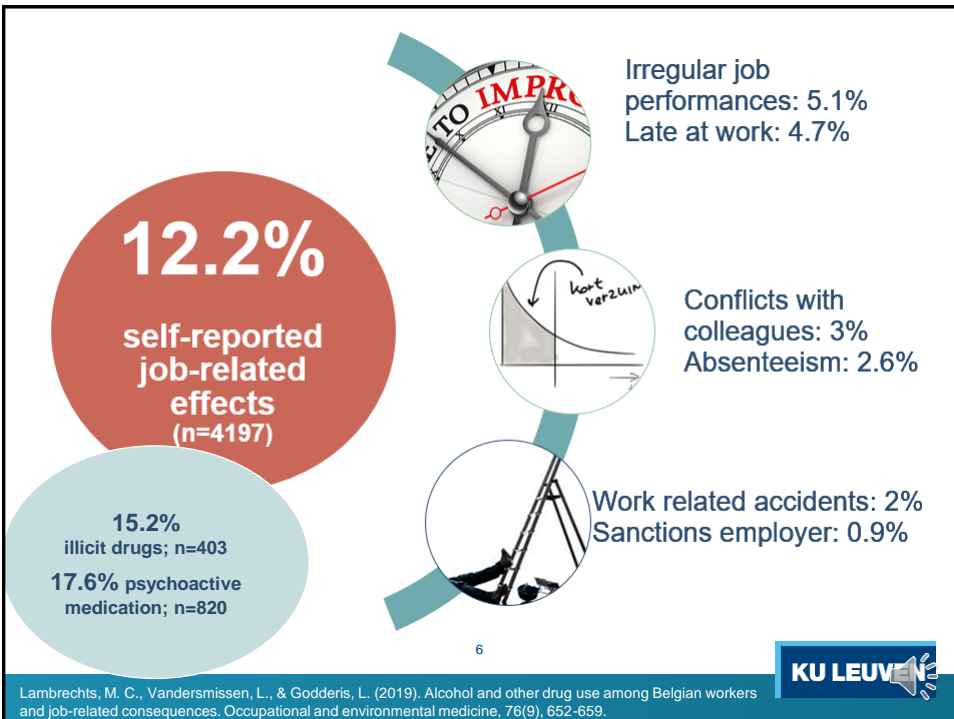
Last year prevalence (N=5367, in %)



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## Performance-enhancing behaviour: not only stimulants!



# Challenges in policy making

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## #1 Emphasize on prevention



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## #2 Focus on work-related behaviour

- Job performance is the key word: changes in performance lead to intervention.
- Such an intervention is objective and correct.
- Definition of 'good functioning'?

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## #3 Walk on two tracks

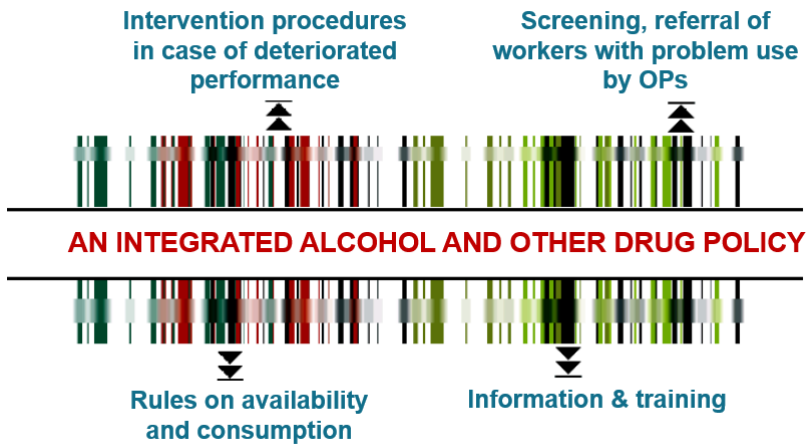
JOB PERFORMANCE



HEALTH AND WELL-BEING



## #4 Make it work



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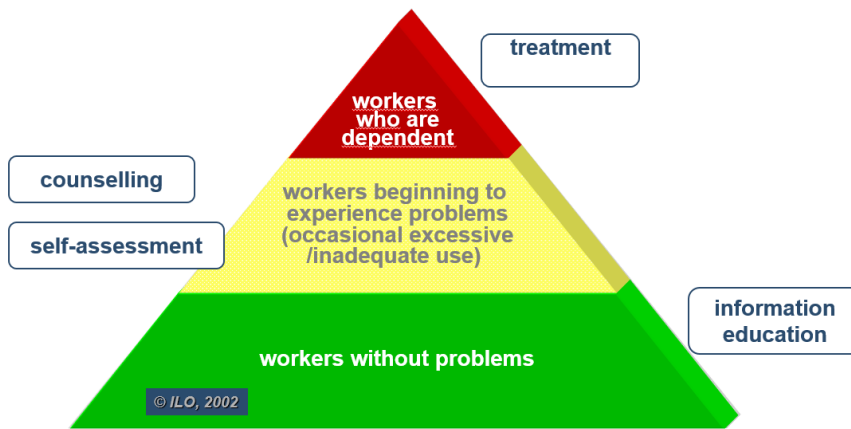
## #5 Make it work in practice



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## #6 Target all workers



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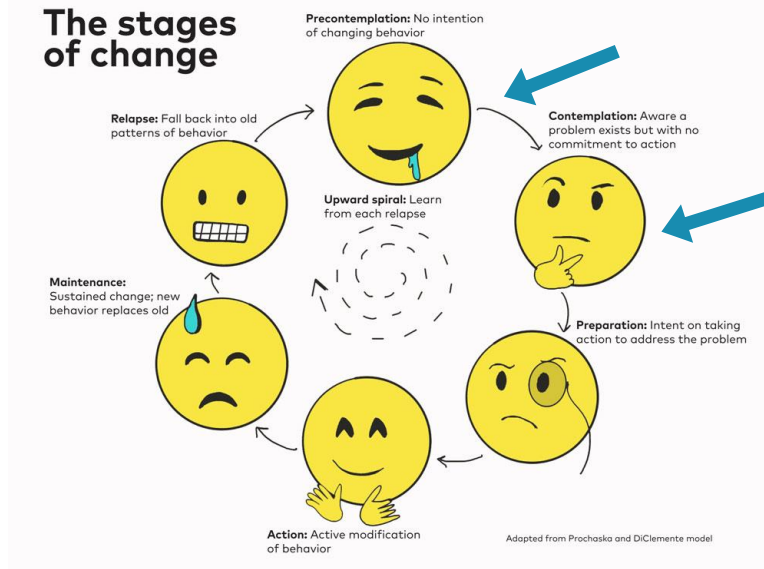
## #7 Motivate your worker



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## The stages of change



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## #8 and make re-integration possible

- Importance of a **follow-up** programme.
- Return to his or her **previous** occupational position, or a **transfer** or retraining opportunity when this is not appropriate.
- **Facilitation** of the worker's re-adaptation to the workplace.
- Link up Disability Management to related policy domains such as programmes for health promotion and prevention and protection of wellbeing at work, including an AOD policy.

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## Challenges in policy making

- #1 Emphasize on prevention
- #2 Focus on work-related behaviour
- #3 Walk on two tracks: performance and health
- #4 Make it work: an integrated AOD policy
- #5 Make it work in practice (don't copy and paste)
- #6 Target all workers
- #7 Motivate your worker
- #8 and make re-integration possible

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**THANK YOU!**

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