

# The Akan-model

*«Preventing and handling alcohol-, drug- and gambling problems in Norwegian workforce»*

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# Agenda

- What is Akan?
- The purpose of Akan
- Akan in a workforce development and training perspective



# What is Akan?

- The Norwegian Workplace Advisory Center for issues relating to alcohol, drugs, prescription medications, steroids, addictive gambling and gaming
- Founded in 1963 by the Norwegian Confederation of Trade Unions [LO], the Confederation of Norwegian Business and Industry [NHO] and the Norwegian Government (the Ministry of Social Affairs)



## Akans aim

- Prevent alcohol, drug and gambling problems
- Develop methods for early intervention
- Provide help and guidance to keep people in work
- Social sustainability



## We offer

- Coaching and training on policy-making and conversation techniques
- Tailored courses (managers, HR, safety representatives)
- Free help-line
- Free digital tools and information
- Dilemma-training
- Company visits





# The Akan-model

1

**A policy** for the use of alcohol, drugs and gambling, approved by both parties and known by all employees

2

Empower managers to **engage in conversations** with employees if they are worried

3

**Provide help** to employees with problems by offering a contract between employer and employee in cooperation with occupational health service or doctor

# 1

## Policy

A policy for the use of alcohol, drugs and gambling, approved by both parties and known by all employees

- Describes the companys attitude
- Guidelines on how to handle violation
- Provides a safe and caring company culture



# Negative Consequences

- Safety
- Quality and performance
- Absence
- Environment
- Reputation



## A good pat on the shoulder?



# 2

## Empower managers

Empower managers to **engage in conversations** with employees if they are worried

- Train managers in having conversations
- Communicate their concern
- Be specific
- Do not expect concessions

# 3

## Provide help

**Provide help** to employees with problems by offering a contract between employer and employee in cooperation with occupational health service or doctor

- Ensure proper treatment and follow up
- A description of measures to follow-up
- Aims to keep people in their job and ensure employers demands of HSE

# The Akan-model

- Part of the company`s health-, safety- and environmental work
- Aligns with the company`s core values
- Enable good leadership
- Provides a safe and caring company culture
- Corporate social responsibility

# Thank you



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