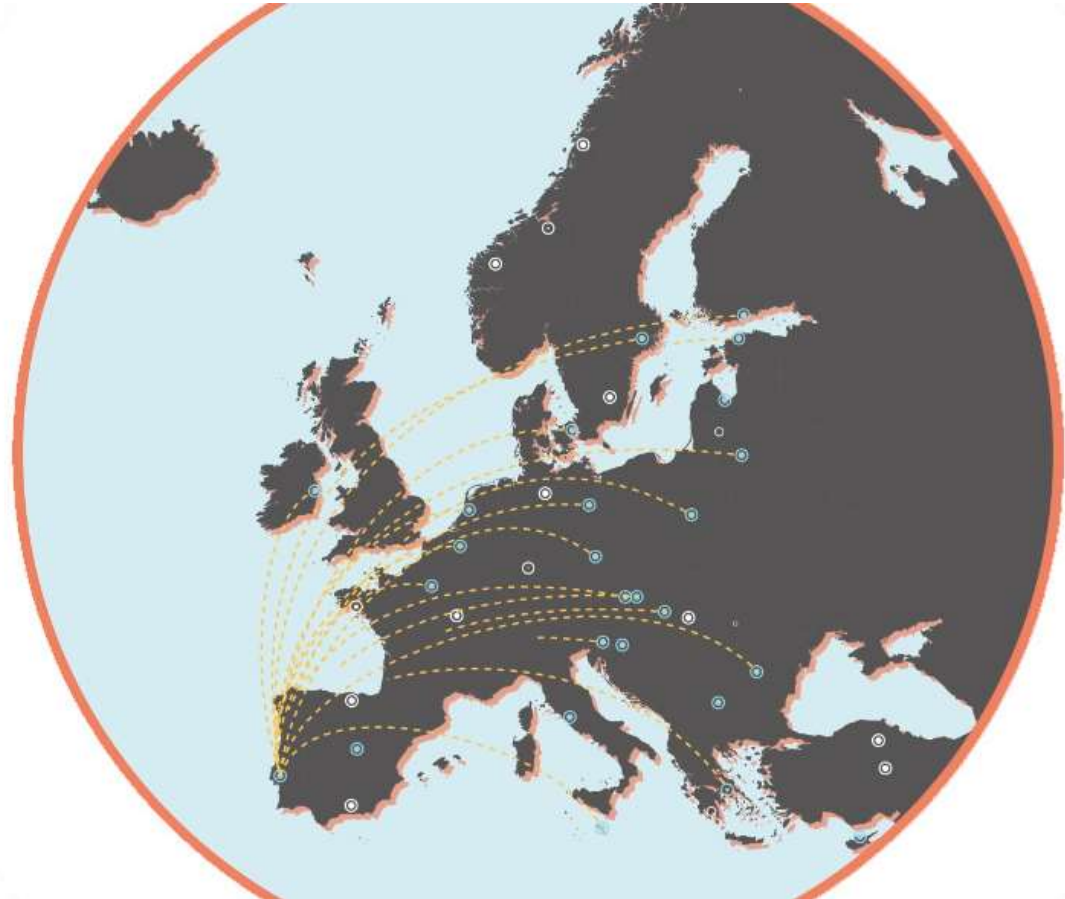


# REITOX member

**The Trimbos Institute is the Dutch focal point for the EMCDDA**

The Trimbos Institute is a member of the European Information Network on Drugs and Drug Addiction (REITOX)



# An Alcohol and Other Drugs policy

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# An Alcohol and other Drugs (AOD) policy at the workplace in the Netherlands | Barriers and solutions

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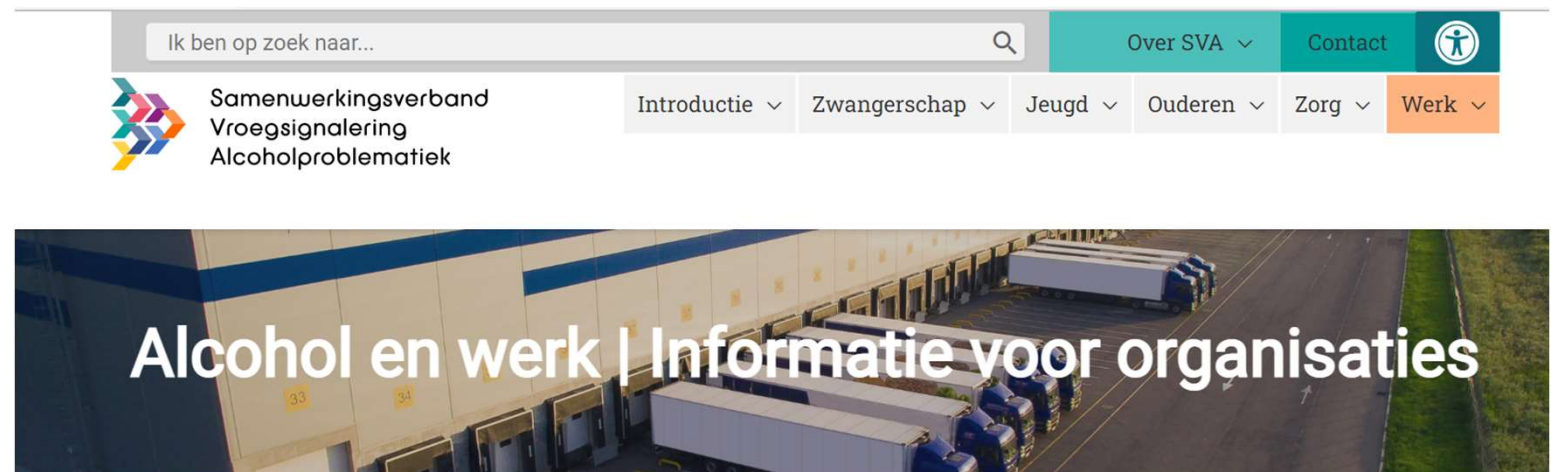
10 articles in this issue

# Dutch Ministry of Health

## Prevention Alcohol Programme | 2018 - 2023

### Focus

- **Workplace**
- Older people
- Younger people
- Healthcare
- Birth care



... > Alcohol en werk | Informatie voor organisaties

 Lees voor

# What is this presentation about?

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## AOD prevention at the workplace | AOD policy

1. Why | Relevance
2. What | Definitions
3. How | Barriers and Solutions

# 1. Why?



## Problematic substance use at work

When is it problematic?

- a) Addicted?
- b) Frequently using?
- c) Effects work?



# 1. Why



## Substance use among the Dutch workforce

- ✓ 70% of Dutch population (15 – 75y) is employed
- ✓ Almost 16% is a risky alcohol drinker
- ✓ Other drug use is less common
  - ✓ 7,2% cannabis
  - ✓ 6,8% sleep medication
  - ✓ 4% xtc
  - ✓ 2% laughing gas
  - ✓ 1,9% cocaine





# 1. Why



## An AOD Policy helps to create a safe and healthy workplace!

- ✓ Improves safety and quality of work
- ✓ Improves productivity
- ✓ Reduces absenteeism due to substance use
- ✓ Improves wellbeing and health of employees
- ✓ Takes care of employees





## 2. What?

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### AOD policy

A safe and healthy  
workplace | why and  
how



## 2. What?



### AOD Policy | 4 Pillars

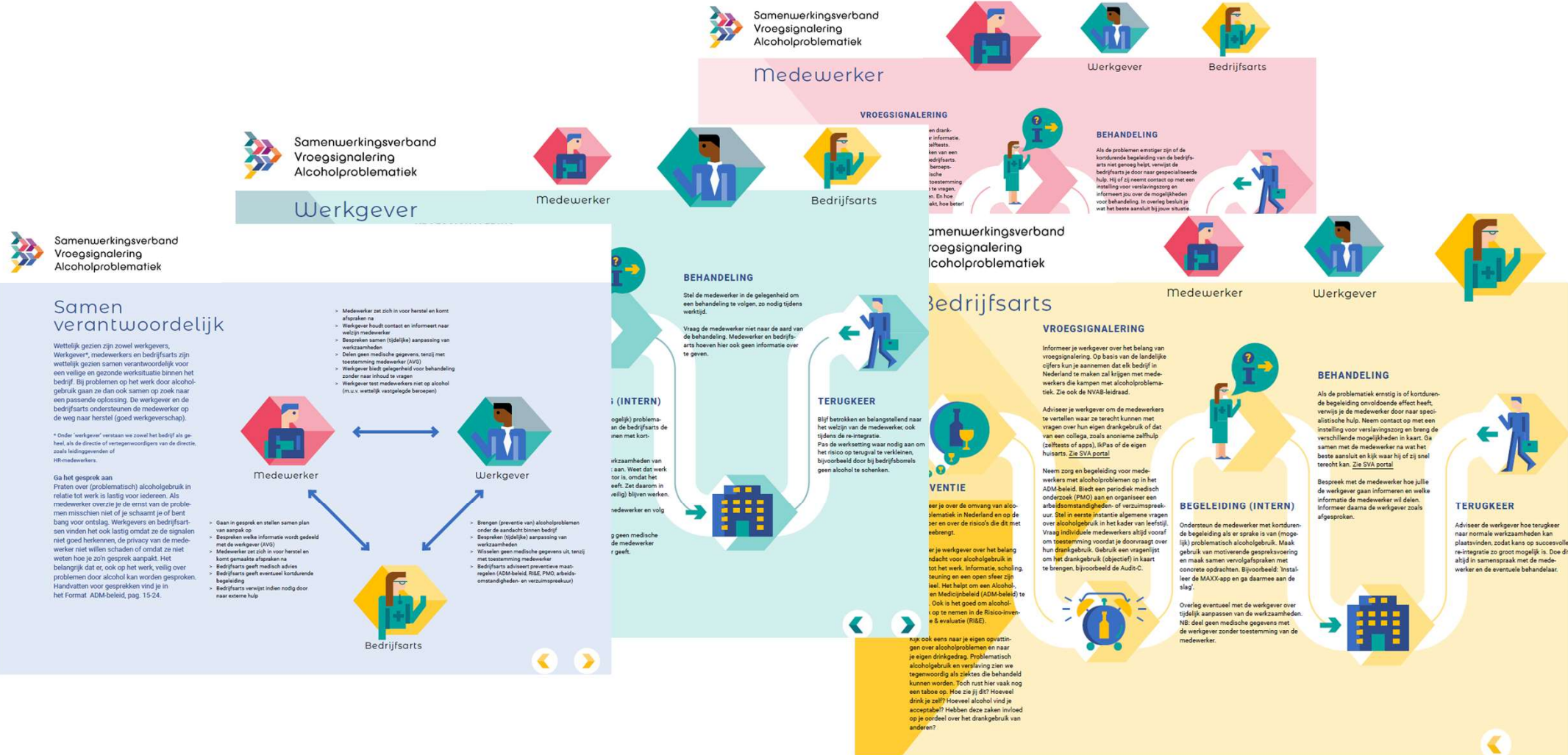
#### Introduction

1. Rules and agreements
2. Prevention and awareness
3. Counselling and care
4. Enforcement and disciplinary measures

Evaluation and update



# Manual for manager, employee & occupational physician



## 3. How?

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**Easier said than done**





## 3. How?

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### Barriers



#### **Employee**

- Privacy
- Fear (stigma and resign)

#### **Manager**

- Inconvenient

#### **Employer**

- Costs

## 3. How?

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### Solutions



#### **Employee**

- Involvement
- Improving health

#### **Manager**

- Training
- Discuss

#### **Employer**

- Budget
- Safety

# let's just talk!



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