

Helsinki 2019

**ALCOHOL, DRUGS AND
GAMBLE RELATED ILL
HEALTH ISSUES IN WORK
LIFE**



Nämndemansgården
ARBETSLIV

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A minority...



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One million employees has a problem with alcohol

10% Drugs
2% Gamble

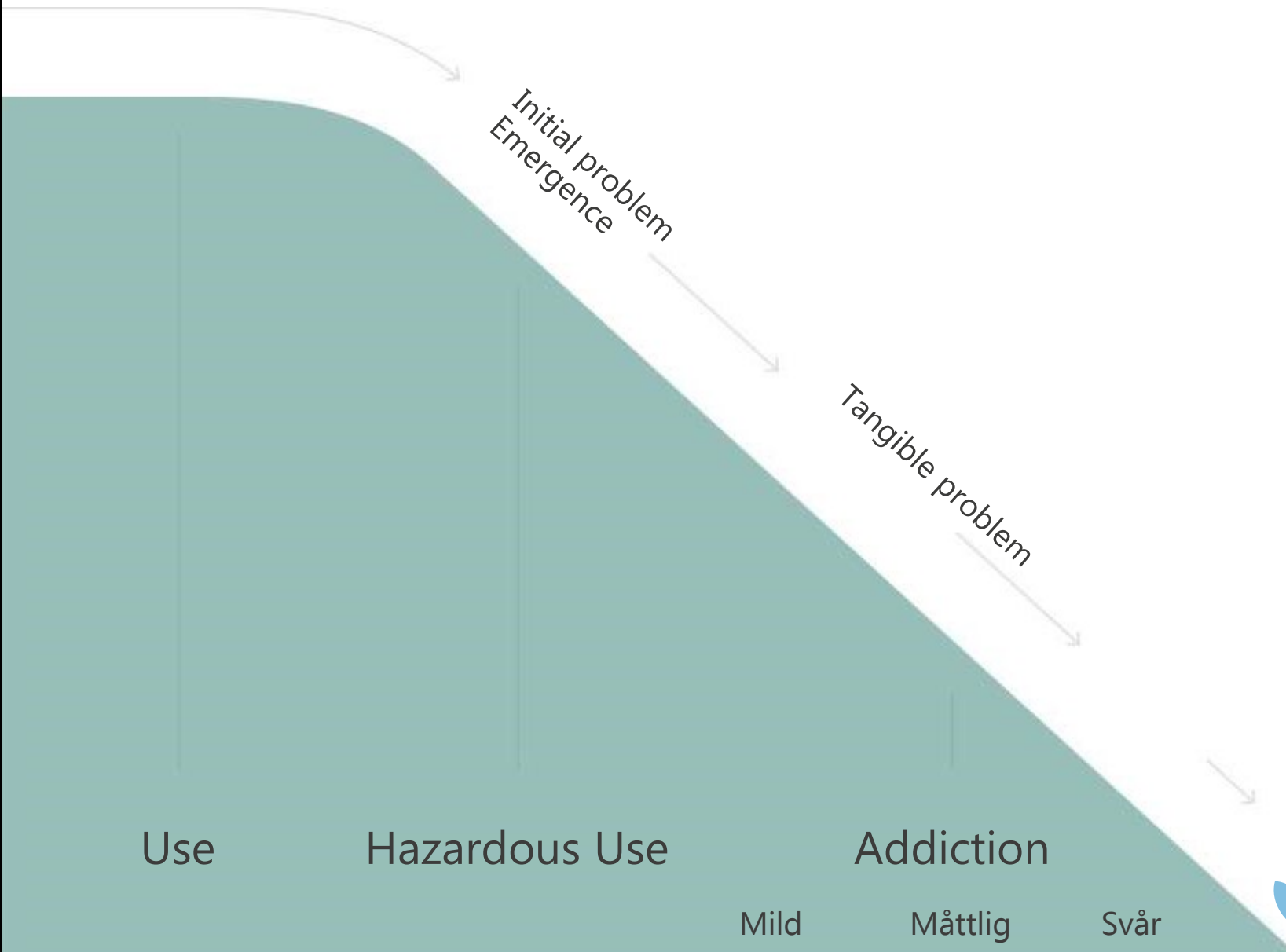
3 % identified

97 % represents
the biggest cost

Hidden problem



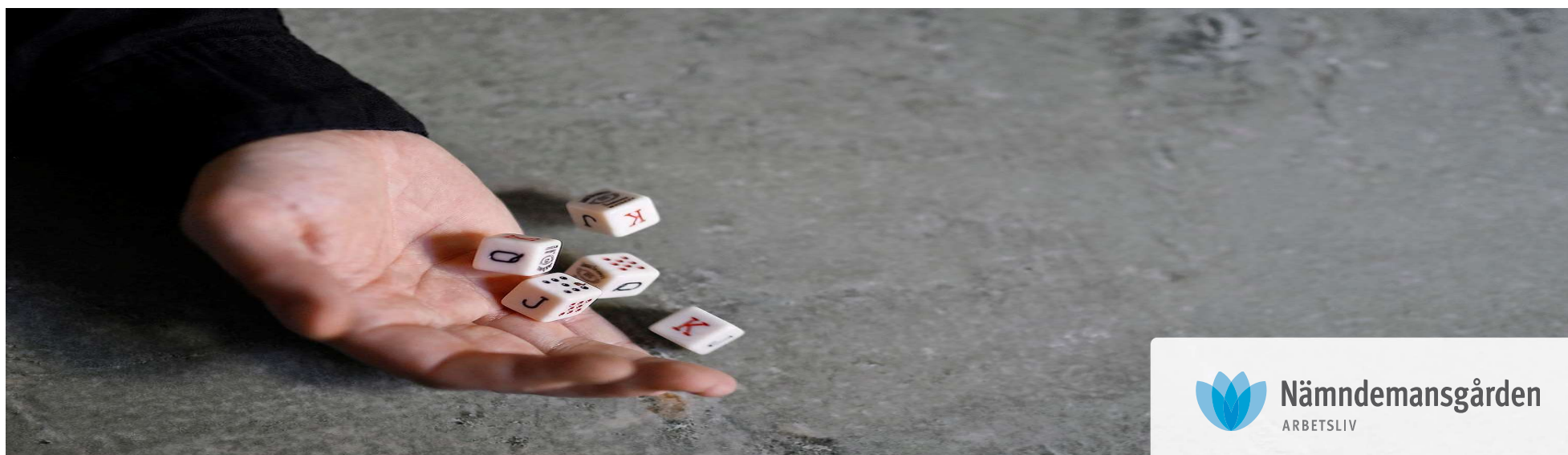
Definition of the problem



Kidnapped brain



Drugs & Gambling



Codependency



Why don't we do anything...

What if, I'm wrong?

What if the he gets mad...

It might be something
else...

I drink my self now and
then...

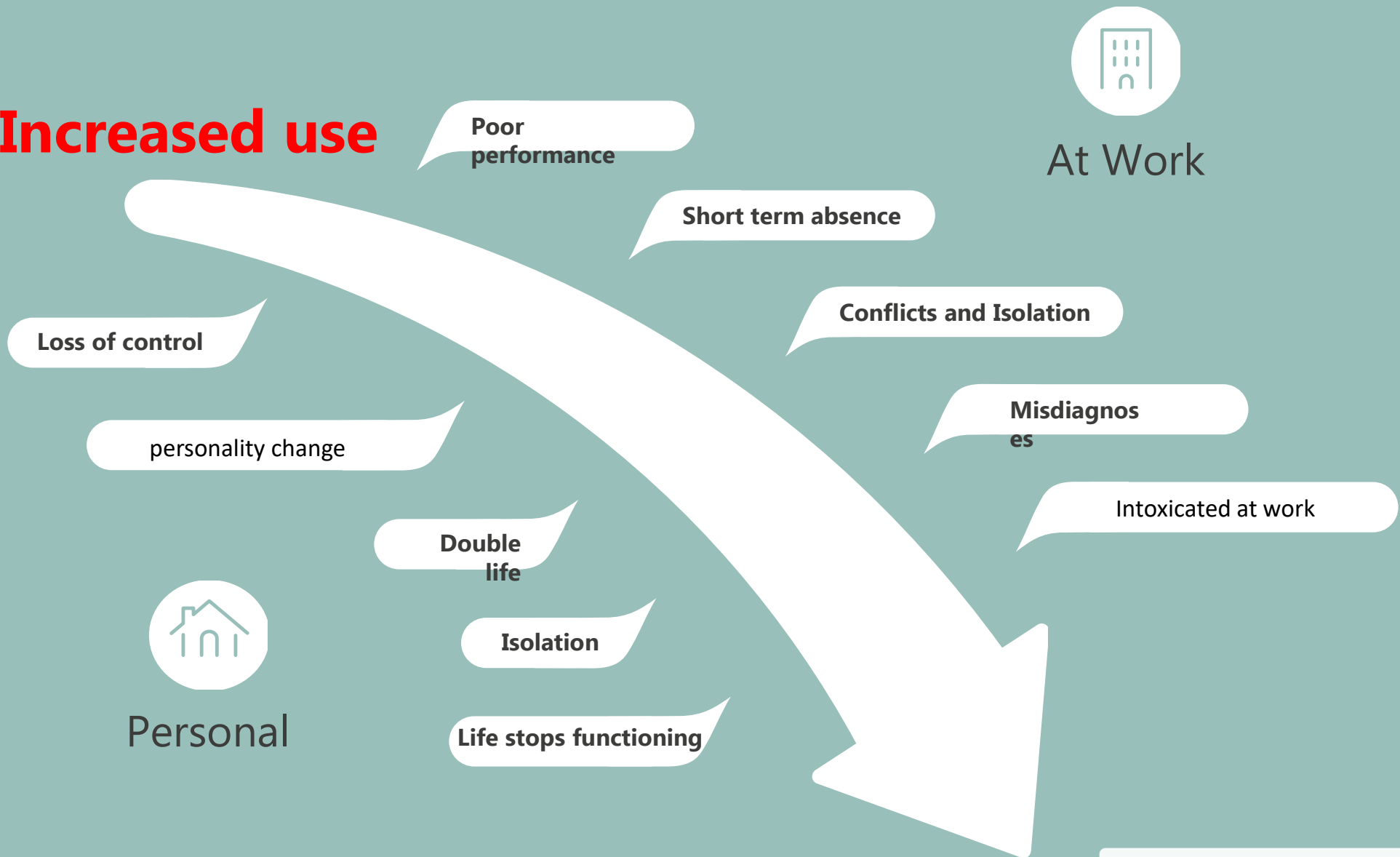
I'll wait – It might get better...



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Progressivity

Increased use



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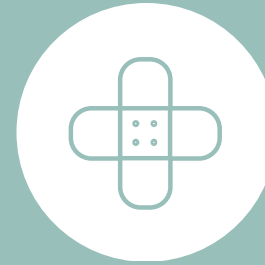
The Problem



Manager waits and hopes for change



Employee hides the problem



Problems get worse

- ✓ Great costs
- ✓ Security issues and accidents
- ✓ Human suffering



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A photograph of several light-colored wooden puzzle pieces scattered on a dark, textured surface. One piece is partially assembled in the lower center, while others are scattered to the left and top left.

Signes

- ✓ Performance
- ✓ Relationships
- ✓ Mood changes and Behaviors
- ✓ Incidents
- ✓ Financial
- ✓ Absence
- ✓ Physical





The Manager has a unique opportunity

- ✓ Addiction is a disease according to the Swedish Labour Court and is not a reason for termination.
- ✓ Policy, activity plan, routines and values
- ✓ The Manager has an obligation to initiate an investigation.
- ✓ The employee is obliged to participate in their rehabilitation



What to do....

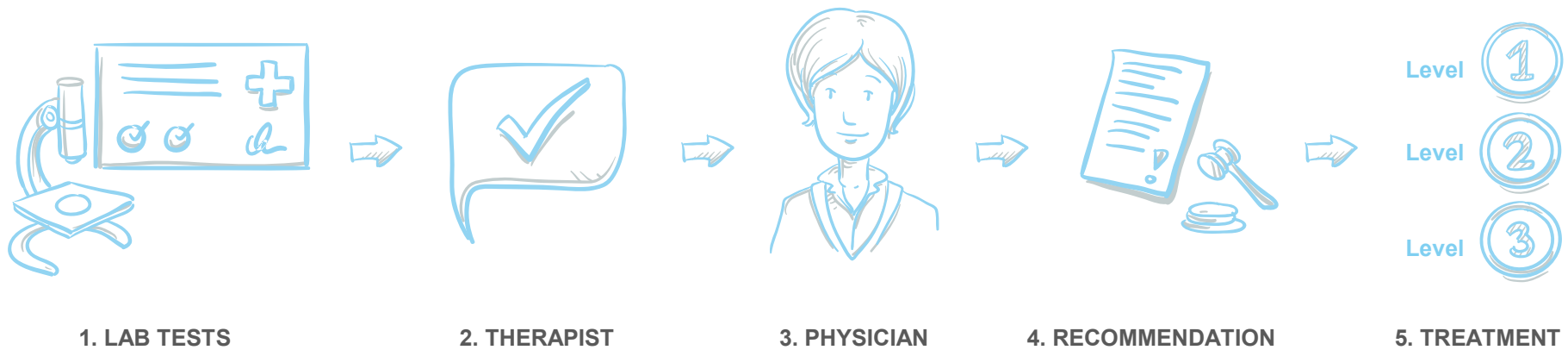


- ✓ Take help, HR or / and external expertise
- ✓ What do policy and action plans say?
- ✓ Collect documented information
- ✓ What are my goals?

- ✓ Explain the cause of the meeting
- ✓ Talk about what you're worried about
- ✓ Set requirements and offer help
- ✓ Agreements
- ✓ Time for follow-up meeting

- ✓ Document
- ✓ Follow up

ASSESSMENT & TREATMENT



Result of action...

