

## Drug and Alcohol Addiction

### What is drug and alcohol addiction?

The term addiction covers an addiction to both prescription drugs, illegal drugs and alcohol. An addiction to an intoxicant is characterized by, among other things, lack of control, a strong or compulsive desire to use the drug, withdrawal symptoms and continued use of the drug despite major negative effects on one's own life and health.

### Possible signs of addiction

- Worrying incidents in the workplace
- Change in the pattern of absenteeism
- Change in job performance
- Change in general behavior
- Substance-related signs such as smell of alcohol on the breath during the day or behavior that seems influenced by a substance
- Excessive drinking at social gatherings

### What can you as a colleague / manager do?

- Find the right place and time for a talk
- Your primary task is to communicate concern and to show you that you care
- Explain that you want to help - be compassionate
- What makes you worried? Be specific. Communicate events such as changes in sick leave, behavior, job performance, etc. Base the conversation on your own observations
- Do not expect an admission. Your role is not to identify a problem or make a diagnosis, but rather to react to changes that result in negative consequences for the work situation

### Where can you get help and advice?

- The HR department is an important resource, they can provide support and guidance
- Aker Care assists managers and employees with advice and guidance on issues related to suspected addictions. You can contact your local Aker Care center for assistance.
- Akan: The Akan-model for prevention of drug, alcohol and gambling problems in the workplace is anchored in a three-party cooperation between the Norwegian Confederation of Trade Unions (LO), Confederation of Norwegian Enterprises (NHO) and the Norwegian Government. Akan helps Norwegian businesses to prevent and handle issues related to alcohol, drugs, gaming and gambling. They offer knowledge on how to engage in conversations related to problematic behavior regarding alcohol, gambling, gaming and drugs in the workplace. Akan has a free help line where you can ask for help and advice. You can be anonymous. Akan can be contacted on telephone 22 40 28 00. They also have a live chat; see their web page; <https://akan.no/veiledning/>

Source: Akan.no, Mestringshusene.