

UiA's Action Plan on Alcohol, Drugs and Gambling

Introduction:

UiA has a zero tolerance to working under the influence of alcohol or drugs, which include medicines and illegal drugs. This will result in a higher quality of services as well as a better working environment, reputation and safety. UiA has its own policy on alcohol, drugs and gambling. Through prevention and follow-up, the intention of this policy is to discourage employees from working under the influence of alcohol or drugs, as well as to help those with addiction problems remain in employment. UiA has an AKAN committee which consists of AKAN contacts, the occupational health service, the senior safety representative and employees from the Division of Human Resources.

The AKAN committee

The AKAN committee is a sub-committee of the Working Environment Committee (AMU). The AKAN committee is an advisory body for AMU that prepares guidelines and provides the information and training the organisation needs.

UiA's Action Plan on Alcohol, Drugs and Gambling for the period 2021-2022

The UiA action plan was drawn up based on UiA's policy on alcohol, drugs and gambling. Line managers will be responsible for following up individual employees in line with UiA's [policy on alcohol, drugs and gambling](#).

AKAN's work must be on the agenda twice a year in AMU. It is managers' responsibility to put alcohol, drugs, gaming and gambling issues on the agenda in their units.

Knowledge

In HSE work, knowledge about addiction issues is important. All employees at UiA must be familiar with the organisation's policy on alcohol, drugs and gambling. All employees must know who to contact with questions about alcohol, drugs, gaming or gambling.

Attitudes

It is important to create safety and acceptance around talking about the alcohol and drugs culture in the workplace. As the people responsible for HSE, managers play a crucial role in informing about the university's drugs and alcohol policy and initiating discussions about the culture we want. Our managers serve as role models and must be aware of the example they are setting. Although managers have the main responsibility, we must all establish a culture of acceptance for reporting things that give cause for concern in the workplace.

GOAL

The aim of the action plan is to ensure AKAN's work is made known to all employees and managers, so that situations/incidents that may be linked to alcohol, drugs or gambling issues can be addressed at an early stage. This can be measured in the HSE survey.

Action plan

Measure	Action	Responsible	Timescale/status
AKAN committee	Election of new AKAN contact in Kristiansand	AMU	April 2021 Completed
Training	- Competence development for the AKAN committee. Courses delivered by AKAN competence centre. - Participate in the Alor regional network which deals with substance misuse in the workplace	AKAN committee	Partly completed Twice a year
Information to staff	- Information on Innaskjærs - Increase the visibility of UiA's policy on alcohol, drugs and gambling - Information leaflet - Information for new employees during onboarding - Increase the visibility of the AKAN committee - Information about the new action plan - AKAN as a topic on HSE courses	AKAN committee	Ongoing Ongoing Spring 2022 Autumn 2021 Autumn 2021 Autumn 2021 Ongoing
Information to managers	- Information at management meetings - Courses/training on request	AKAN committee, Division of HR, occupational health service	Annually
Annual course for AKAN contacts, managers, safety representatives, HR staff and union representatives	- Course from AKAN, "The necessary conversation"		Annually