



Alcohol, Drugs and Medicines during work

Using alcohol, drugs and medicines (ADM) during work can be risky. NWO has composed a policy to tackle this issue, which is set out in chapter 16 of the Implementing Regulation.

Why does NWO have an ADM policy?

In general, alcohol and drugs negatively affect the performance and health of employees. This is sometimes also true of medicines. Medicines can carry a warning label (a yellow sticker) stating that they may influence your performance and your ability to operate vehicles (such as cars). As an employer, NWO wishes and is required to provide a good and safe work environment.

What are the underlying principles?

- NWO tolerates neither the use of alcohol or drugs during the performance of work nor the negative consequences thereof;
- NWO will help any employee who is struggling with addiction, with the objective of retaining employees to perform work;
- In the case of medicines that may influence performance, the company doctor will be asked for advice. The company doctor (occupational physician) will assess whether or not the medicine in question restricts or prevents the employee from performing their work.

What does the policy offer?

- Clarity and a foundation from which assistance can be offered or sanctions can be imposed;
- Scope to establish a culture in which employees can talk to their colleagues about dangerous ADM use.

More information

Visit JOOST, the intranet of NWO, the NWO-I website or contact the HR department of NWO or NWO-I.

If you are working at an institute, please contact the HR department of the institute or visit the intranet of the institute.