



Date: 15 Apr 04

## EAGOSH Recommendation No 3 Drug Abuse

This recommendation shall provide guidance to EAGOSH members regarding the issue of drug abuse by their employees. It reflects EAGOSH's co-ordinated opinion on this matter.

1. Drug abuse refers to the use of illegal drugs as defined by the applicable national legislation as well as the deliberate misuse of legal or prescription drugs and substances.
2. EAGOSH member organisations handle passengers, goods and aircraft with valuable and often complex facilities and equipment. In this environment, losses caused by drug abuse are unacceptable.
3. Any drug abuse by employees, be it on- or off-duty, is not acceptable. As a sign of demonstrated management commitment, this includes both working level and management personnel.
4. Addictive drug abuse is a disease. Therefore, affected employees should be offered the opportunity to discuss in confidence with their line manager their drug problem and seek competent medical attention before they are subjected to disciplinary measures.
5. EAGOSH members are encouraged to detail their company-specific policy on drug abuse in an internal directive or agreement. Within the framework offered by national legislation, this document may address in particular policies on
  - drug screening procedures for new and established employees;
  - organisational assistance measures for addicts;
  - management guidance for dealing with suspected drug abusers; and
  - consequences in case of violations despite support having been offered by the organisation.Involvement of the representatives of the workforce in this is advisable.
6. EAGOSH members should seek to commit sufficient resources for training of their management and staff in the fields of drug abuse in order to increase their personnel's competence in dealing with related issues and to raise awareness.

## References:

- A. International Labour Office (ILO), Encyclopaedia of Occupational Health and Safety, 4th edition, ISBN 92-2-109203-8 [www.ilo.int](http://www.ilo.int)
- B. British Health and Safety Executive (HSE), Drug misuse at work [www.hse.gov.uk](http://www.hse.gov.uk)
- C. German Road Safety Council (DVR) [www.dvr.de](http://www.dvr.de)

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