



Seminario Gestión del Consumo de Sustancias Psicoactivas Overview of Substance Misuse

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Safety + Operational Risk

Occupational Health



Substance Misuse (Drugs & Alcohol)

- The inappropriate use of alcohol, drugs or other substances can damage the health and wellbeing of employees and have far reaching effects on their personal and working lives.
- 'Safety' is one of BP's core values under its Code of Conduct which every employee has a duty to defend

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- There is not a corporate Alcohol and Drug policy in BP .
- We use our values stated in Our Code of Conduct
 - Our Code is a public statement that BP is committed to doing the right thing. It serves as a valuable resource to help employees and others make informed, ethical decisions

Be sure that your performance is not impaired, for example by a lack of sleep, alcohol, or any drugs – including prescription or over the counter medication.

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- How do we manage this ?

Countries where there is legislation that allows to regularly test against

- Company Policy
- Company procedure

Countries where National legislation only allows testing for some roles

- Company Policy
- Company procedure

Countries where National legislation does not allow testing

- Company Policy
- Company procedure

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- **Business driver**
 - Health and safety, compliance
- All countries regularly revise their Substance Abuse Policy to ensure that they are compliant with legal, regulatory and HSSE environments, usually every 3 years .
- However, whenever there is any evolving regulation the policy should be revised against it or if the operational conditions change.

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Policy concluded with participation of all disciplines

Policy circulates through relevant stakeholders

Policy sent for final approval from the Leadership

Policy widely circulates among all those who will be impacted, included contractors

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Information

- Provide widely information about the policy to all who work in the premises
- Use the appropriate channels to provide this information

Share Information

- Assure that this information is shared with all stakeholders to reinforce the need to have their own Substance Misuse Policy .
- Work with Procurement to assure that this condition is included in contracts

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Education

- Health information related with substance misuse
- Services available to assist personnel with problems
- How to identify, assist and refer colleagues that might be at risk
- Danger of hiding or colluding in substance abuse among colleagues

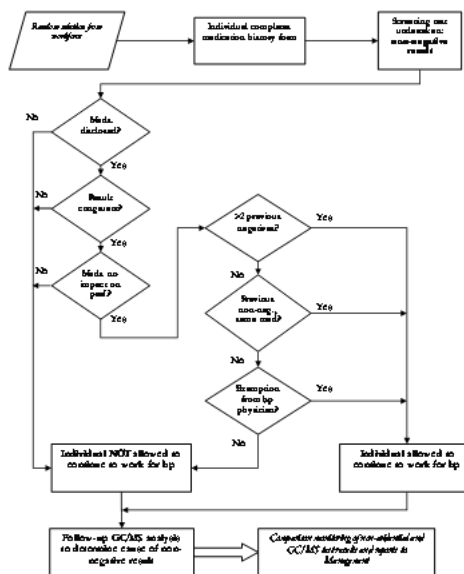
Training

- Generic information about local rules and regulations
- Workplace rules
- **Supervisors**
 - To be familiar with the Policy
 - Assure they know about side effects of alcohol and drugs to detect any potential case
 - Assure that they can identify behaviour changes which may indicate substance abuse
- **Employees/workers**
 - To be familiar with the Policy
 - Assure they know about consequences of alcohol and drug intake while on work
 - Assure they know what kind of support is available if needed

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• UK Policy

- Pre-employment (safety critical roles only).
- For Cause – where the behaviour or performance of an individual creates reasonable concern that substance misuse may be a contributing factor.
- Post Incident – following an incident that has the potential to cause, or has caused, either personal injury, fatality or damage to property, equipment or the environment.
- Rehabilitation – random testing may be agreed as part of an individual rehabilitation programme.
- Random – for safety critical roles only and subject to further discussion by the business with HR and OH.

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US Policy

- Several policies depending on the state, Unions agreement

Brazil Policies

Each business has their own policy adjusted to business purpose.

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How can we harmonize our policies with those from Contractors that work in our premises?

Each Entity shell:

Designate BP employee and contractor employee roles which have accountability for the management of contracts, the safety of the contractor employees and the safety of their work activity.
Contractually require contractors to confirm at defined intervals that their employees are Competent and their equipment is fit for service, and their work is carried out in compliance with entity requirements

Contractually require contractors to communicate the entity's HSSE requirements to their employees and subcontractors and demonstrate that they follow them

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- IPIECA - Global Oil and Gas Industry Association for Environmental and Social Issues has 2 documents that help oil companies to manage substance misuse and where we can find generic guidance to produce and implement substance misuse programs

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- Conclusions:
 - Substance misuse is a sensitive issue that needs to be managed accordingly:
 - In country legislation
 - Company policies, corporate or local
 - A huge and permanent work need to be made to bring everyone aware of these policies and respect it no matter employees or contractors.
 - Specific areas as training, testing and rehabilitation need to be consider and evaluated under local framework and culture for all those who work side by side in such sensitive environment.