Substance Abuse Workplace Prevention in South Africa

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Presentation overview

- Brief Overview
- Substance Abuse Prevention in South Africa
- Policies around substance and the workplace
- Current workplace prevention initiatives
- Challenges to implementing and adapting and evidence-based programmes
Country's population stands at **47.9-million** (STATSSA 2008).

Recent figures from the 2006 Labour Force Survey indicated that the economically active population (EAP) is roughly 17 million (Statssa, 2011). Majority in formal labour market.

A recent review of harmful drinking patterns and level of consumption in 20 African countries, ranked South Africa fourth highest in terms of the proportion of heavy drinkers as a percentage of current drinkers (Clausen et al., 2009).

Many drinkers drink at problematic levels, particularly over weekends (Parry, et al, 2005).

No holistic data set for other substances of abuse - cannabis and methamphetamine.

Coupled to this is the problem of HIV/TB and its association with substances.
INTERVENTIONS:

Prevention initiatives

- Launch of various **public education initiatives**:
  - “I’m addicted to life” and “Ke Moja”
  - Specific programmes have also been directed at pregnant women and at drunk drivers: Arrive Alive
  - DoH’s *Food-Based Dietary Guidelines* include a section on sensible drinking.
  - The Cape Argus
  - Safe Schools
Prevention initiatives

- **Manufacturing & retail sale of alcohol**
  - Liquor Act 59 (2003) (i) outlaws the supply of liquor to persons in lieu of remuneration or having cost of liquor deducted from their remuneration, (ii) applications for a license to manufacture/distribute liquor require that consideration be given to whether applicants subscribe to any industry code of conduct + their proposed contribution to combating alcohol abuse
  - Most provinces expected to liberalise restrictions on the retail selling of alcohol to draw into the regulated market unregulated outlets while aiming over time to tighten up on various public health concerns (e.g. the sale of alcohol to minors). The Western Cape through an amendment to the 2008 WCLact will from 2011 limit on-site consumption sales of alcohol from 11am – 2am.

- **Taxation**
  - National Treasury has moved forward in its target of increasing excise taxes on beer, wine and spirits over time.

- **Drink driving**
  - DoT has decreased the permissible alcohol levels to 0.05g/100ml for drivers, but enforcement levels remain low

**Actions for a safer South Africa**
Substance-Related Workplace Prevention in South Africa

- Over the last 2 decades, workplace focused on HIV/AIDS prevention (Peer counseling, VCT and ARV programmes).

- Very little focus afforded to other workplace issues from a corporate sector and national viewpoint.

- Agencies rendering EAP/EWP services highlight a rise in substance abuse in the workplace (Rose-Innes, 2008, Food and Retail sector in SA, McCann et al., 2011).

- Worsened by limited literature on substance abuse in the SA workforce – i.e. no national survey data.
South African Law (policy) on Substance Abuse in the Workplace

- No single legislation/act that make specific provisions to substance abuse in the workplace.


- Within the cooperate sector – substance abuse policies are not a requirement – although expectation to adhere to laws of land.

- EAP Service Providers and NGOs (Focus - largely curative)

- Medical Aids – fund tx (21 days)

- No minimum norms and standards for practice
Non-governmental organisations (NGOs) and private sector EAP service providers render ad hoc prevention services to the corporate sector.

Such prevention programme content:
- An overview of substance abuse and its consequences – knowledge transfer – lack of understanding of addiction – scare tactics
- Drug testing (controversies around testing, ways to by-pass testing; lack of testing protocols)

Programme Delivery:
- Once-off (no-follow-up)
- Lunch time sessions
- Didactic
Current Initiatives and Programmes

• Build a solid literature base:
  – Liaising with EAP service providers – access to tx data
  – International networking
  – Alcohol, Drugs and Employment (2011)
  – Intervention Research - Testing the effectiveness of an adapted version of a programme for substance abuse and substance-related HIV prevention in the service industries operating in Cape Town
- Clustered Randomised Control Trial (RCT)
- with Repeated Measures (pre-intervention, post intervention and at 3 month follow-up).
- Customised version of a programme called Team Awareness Safety and security personnel (within municipal setting in SA)
- In the process of completing follow-up testing
Search strategy used for searches: (January 1995 – October 2009).
Substance abuse or substance misuse or drug abuse or alcohol abuse/misuse or dependency AND intervention/programme AND workplace or work-related or workers or employees or industry.

1544 potentially relevant articles indentified in
Pubmed: 65
Science Direct: 776
Ovid: 406
Ebscohost: 175
Cochrane database: 117
Reference search 2
Networking with colleagues 3
Scan of relevant databases

1459 Excluded based on review of titles and abstracts

85 identified for further review

71 excluded based on full review
Exclusion Criteria
Non English: 3
Non-experimental: 4
Same sample as another study: 1
Not workplace based: 3
Primary focus not AOD: 16
Review Papers: 5
Methods Papers: 16
Duplicates: 23

14 included in sample

Randomised Control Trials 10
Non-randomised experimental Studies 3
Retrospective ecologic analyses 1

Expert Panel

Standards of evidence, breadth of research support, cross-cultural applicability, target group representation, cost to implement, methodological strength of study, and other practical influences

Barbor et al., 2003 & Loxlely et al., 2003
Customisation for substance related HIV
### Challenges to implementing and adapting Team Awareness to the SA setting

<table>
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<th>Workplace Reluctance to participate:</th>
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<td>- Lack of understanding – substance related disorders (Stigma)</td>
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<td>- Substance abuse and workplace not on agenda</td>
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<td>- No national data</td>
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<th>Formative work in the form of presentations: Addiction; Discussion around what works versus what does not;</th>
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<td>- Policy – National Drug Master Plan (2012 – 2016);</td>
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<td>- Emphasis on teams and not substance abuse solely</td>
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<td>- Company policy + social responsibility programme, champions, ROI, enhancing of protective factors, parent workplace prevention</td>
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<td>- Incorporating local issues HIV/AIDS/FAS/TB– close to the heart issues.</td>
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| Lack of supporting legislation or national body that speaks to workplace prevention. |

| Financial Resources (programme developer costs; implementation costs) |

| Research support (collaborative initiatives with academic institutions) |
## Challenges to implementing and adapting Team Awareness to the SA setting

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<th>Lack of local expertise</th>
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<td>Networking</td>
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<td><strong>Workplace prevention takes place around organisational time</strong></td>
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| **Company productivity and core functions**  
   We did not compromise on programme – we figured ways to make it work (i.e. police parade and fire cleanup operations) |
| **Resistance to participation by employees (fear of management)** |
| **Non-disclosure clause, Outlined benefits and risks to participating, the concept on prevention – contributing to kneeling.**  
   Emphasised the TEAM concepts and the reality that employees know that their own health effects others |
**Retention problems pre-post:** Shift rotations, Vacation (study leave), Other training

**Alternative times**

**Fidelity Issues**

- Training of facilitators, peer review, practice sessions over a period of 6 months before implementation.
- Observations (fidelity checks) + tape recordings of sessions.
- Trainer self-evaluation
- Trainer ownership of Team Awareness

**Adaptation (customisation)**

- Customised the programme – Team Awareness has “built-in” customization.
  - Workplace culture, workplace policies, EAP, benefits.
  - (cultural contexts and HIV examples) programme developer, panel of experts, facilitators and focus groups with participants.
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