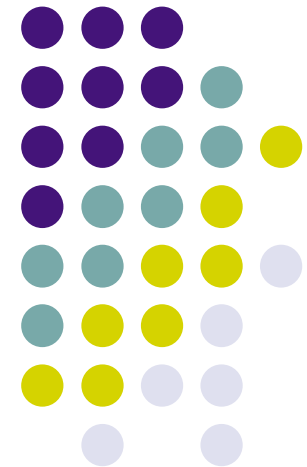


WORKPLACE PROGRAMME PREVENTION

Claude RIVIERE – A.N.P.A.A. France
European Alcohol Policy Conference
« Bridging the Gap »
16 – 19 June 2004 WARSAW, Poland



CONTEXT



ACCIDENTS

- accidents at work: **15 %**
- accidents on the way to workplace/home: **40%**
- Reasons of consumption: cultural - conditions of work
- Consequences on production, organization of the work, relations – exclusion...

REGULATION



The legislation:

- does limit the introduction of alcoholic drinks
- forbids the presence of drunk people
- oblige to offer to employees not alcoholic drinks (free water)

GENERAL OBLIGATIONS



- the employer has to avoid, to estimate, and to fight the risk on its source
- the employee has to take care of his own security and health and even that of his colleagues

The internal regulation can forbid any alcohol consumption

An employee who is drunk can be dismissed

ACTIONS

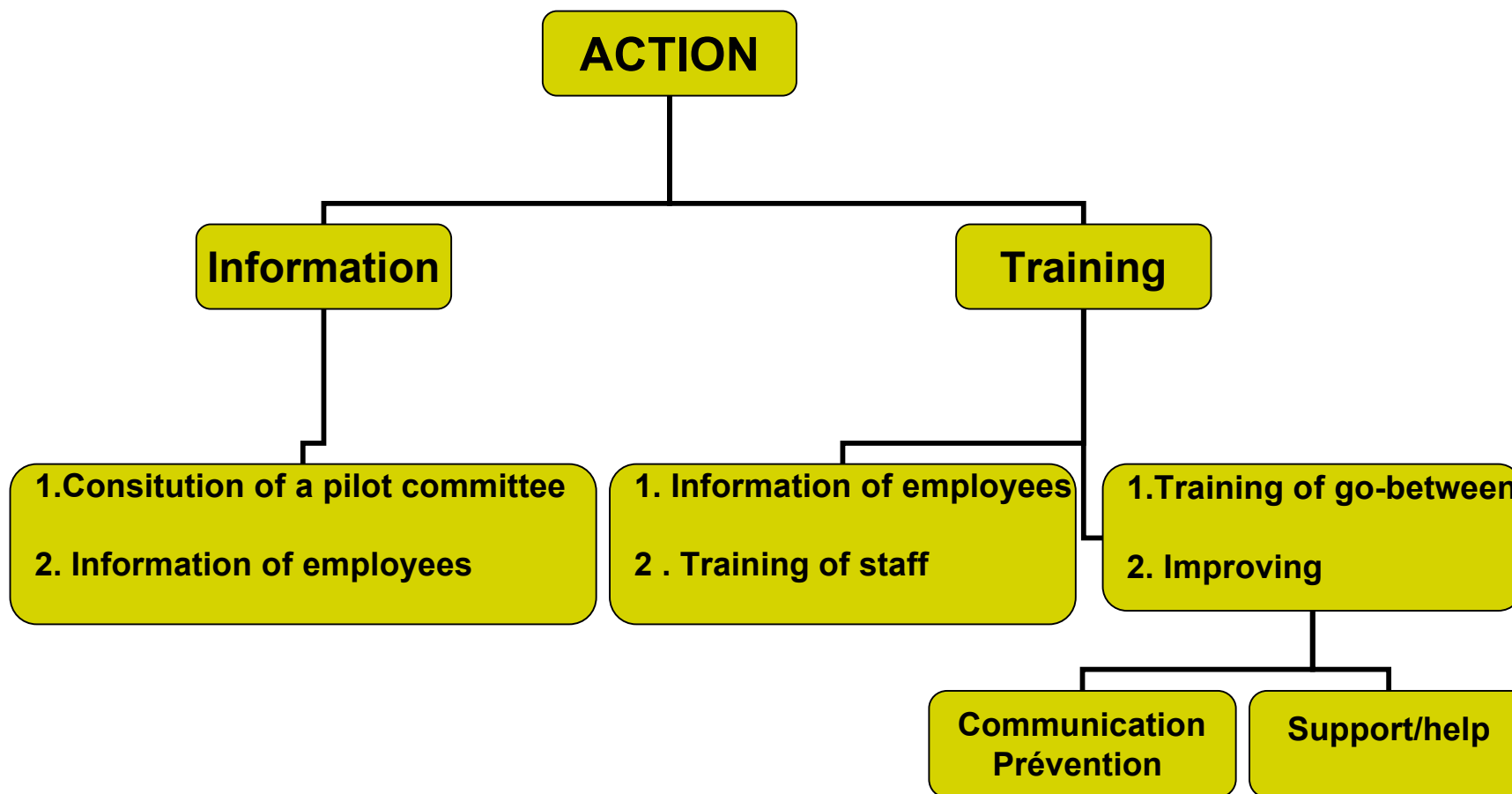


PRINCIPLES

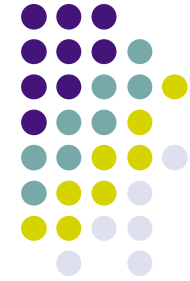
- a voluntary group
- to envisage a global action
- mobilization of all the actors
- to be acquainted with the company
- to make public the project
- to communicate the steps to all the employees



METHODS / OBJECTIVES



PROGRAM OF A STAFF TRAINING.....



- history of the approach by the company, the role and the aims of the alcohol group
- presentation of the participants and exchange on their expectations
- presentation of the contents of the training
- work on the definitions, the keywords: alcohol, alcoholism...



.....PROGRAM OF A STAFF TRAINING

- the physiological effects, the Bac and the road safety rule
- the pathologies, the care
- the legislation and regulation
- the place of the alcohol in the company, the role of the professional circle of acquaintances, the co-responsibility
- the attitude in case of alcohol related situations
- the evaluation

RESULTS



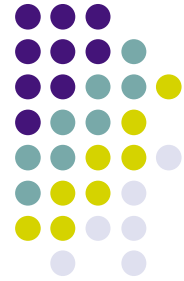
RATP (company of subway and buses in Paris)

43000 employees

Leitmotiv: safety – reliability – durability

Context

- 1991: ➔ serious accident connected with alcohol
- 1997: ➔ a mass action: 200 sessions of information:
80 % of the employees
➔ a production of a Charter whom philosophy is:
“however your position, you can do something”



Evaluation

- satisfaction of the employees
- less aggressiveness
- solidarity with colleagues in difficulties (survey 1999)
- 50 people with alcohol problems get help
- party's organized with the choice of drinks (with / without alcohol)
- every new employee is systematically informed of the alcohol policy (decided by the head of the company)



Local public transports (290 employees)

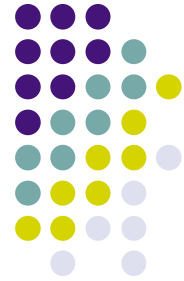
- **What was made:** after a dismissal for over consumption of alcohol in this company of local public transports, constitution of a pilot committee. Information sessions in small groups. Training of a group of prevention constituted by volunteers
- **Result on 4 years:** good appreciation of the risks. Motivation to help people with alcohol related problems. Party's offering the choice of drinks (alcoholic drinks and non alcoholic drinks)

Technologies of communication (2300 employees)



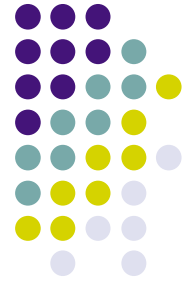
- **What was made:** constitution of a group of go-between, trained about the technics of prevention. Action coordinated by the medical social service
- **Results on 2 years:** elaboration by the pilot committee of a charter clarifying the conditions of consumption of alcohol on the workplace and the attitude to be held in case of difficulties.
Increase awareness regarding the risks of alcohol and tobacco

Nuclear research company (4000 employees)



- **What was made:** further to several accidents, launch of a campaign of prevention with follow-up in the time. Training of go-between. Accent put on the role of the staff and of network. Medical advice proposed systematically to the persons in difficulties
- **Result on 10 years:** decrease of the secret bars, reduction of the party's, variety of the offered drinks

CONCLUSION



- Acting on the causes
- modifying the perception of the alcoholic disease
- engaging a thinking
- developing networks of help
- foreseen the organization necessary for welcome of employees after a treatment.....

.....so many works to be implemented to engage the company in a dynamic of change of behaviour



Thank you for your attention

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