



Austria (2)

Country:	Austria
Name of the project:	prevention of addiction in OÖ GKK
Name of the company/organisation:	Oberösterreichische Gebietskrankenkasse (OÖGKK)
kind of company	Non profit organisation / public sector Administration sector
Company size	Big enterprise (501 and more staff members)
Number of employees	Ca. 2000
Location	Company with a headquarter and one or more other branches/locations
Main aims and objectives	<ul style="list-style-type: none"> - To implement an efficient strategy of handling alcoholism diseased and psychoactive abuse at the workplace in form of a company agreement. - The guideline ensures sufficient help and support to executives, sufficient treatment and support to alcoholism diseased, sufficient information to all employees and key persons like executives (trainings, coaching, etc). - An important part of the program is to evaluate the measures developed.
main prevention strategy	Behavioural <u>and</u> structural prevention
main target groups of the project	<ul style="list-style-type: none"> - Line manager - Supervisor
initiative started and implemented by	- Management
How does the PPP work: Is it valid in the whole company or only in some locations or specific work areas?	Nationwide all over the company
How was it developed?	It was implemented over the whole company from the beginning
Start of the PPP in the company	Between 2000 and 2009
Duration of the PPP applied	Permanent measure/offer
project is funded by	Company
financing for a successful implementation is guaranteed	Long-term (over 2 years or permanent)

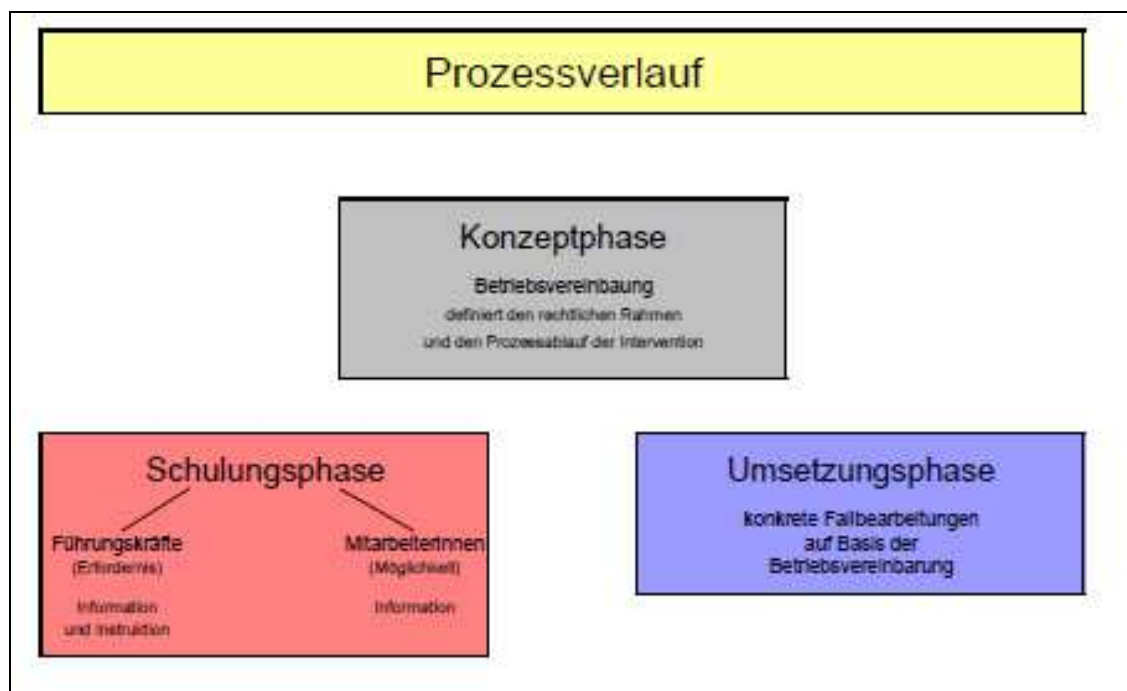
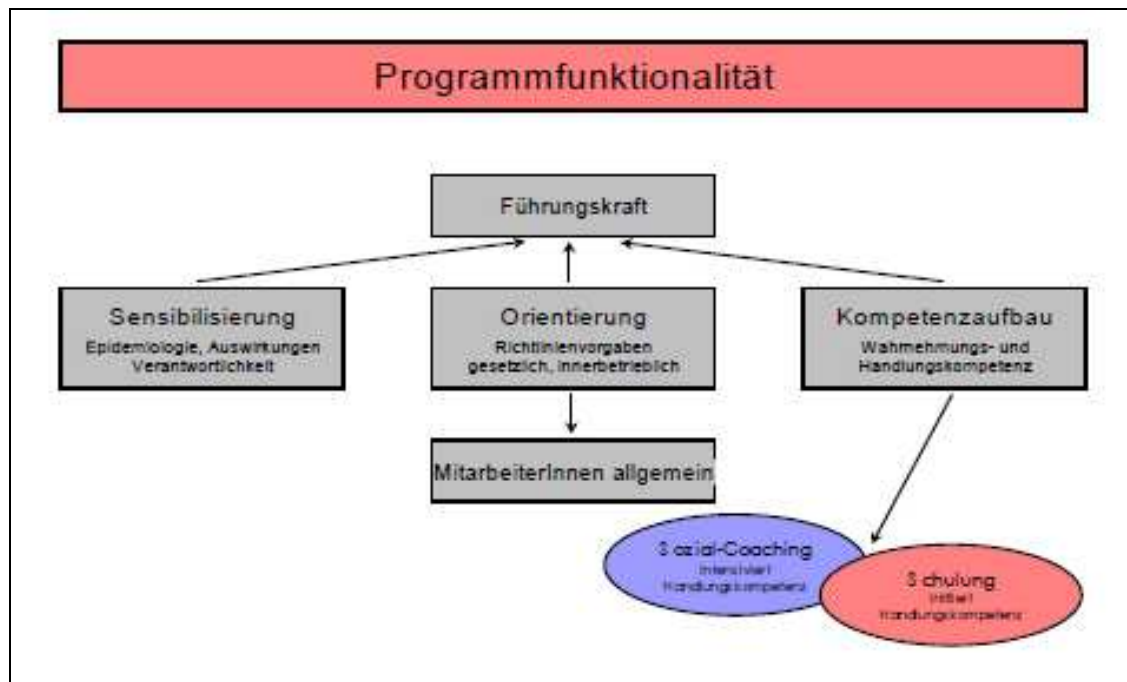
Focus of the alcohol policy:	
a) Universal prevention	<ul style="list-style-type: none"> - Managers are trained to identify alcohol problems at an early stage. - Managers are instructed to take disciplinary measures if an employee was deemed to be under the influence of alcohol during working hours.
b) Selective prevention	<ul style="list-style-type: none"> - Linked with specialist alcohol services where employees with alcohol problems could be referred - Support and care: employees could be referred to external services if required
cooperation with other companies, organisations, counsellors in the context of the PPP	No.
General tools being used	<ul style="list-style-type: none"> - Alcohol policy implementation generally includes the broad dissemination of written information, training or discussion groups for employees and staff, and extra training for managers. - Measures developed were applicable to all company employees.
a) Management tools	<ul style="list-style-type: none"> - Alcohol awareness training for the staff takes place. - Organised extra training or produced additional information for managers
b) Dissemination of the Alcohol policy developed:	<ul style="list-style-type: none"> - Information disseminated in the workplace by letters, by brochures and by intranet. - Information packages distributed to all employees: alcohol information package and a copy of the formalised alcohol policy, including details of how and why it was set up has been adapted
c) Participation of the employees:	<ul style="list-style-type: none"> - Employees were involved in training/discussion about alcohol use (in the workplace) - Small group discussions - Workshop for employees and managers introducing guidelines for the handling of 'at risk' employees is arranged. - Organised training session for the group of employees who are responsible for the safety within the company - Discussions involving representatives of several departments (e.g. personnel, medical services)

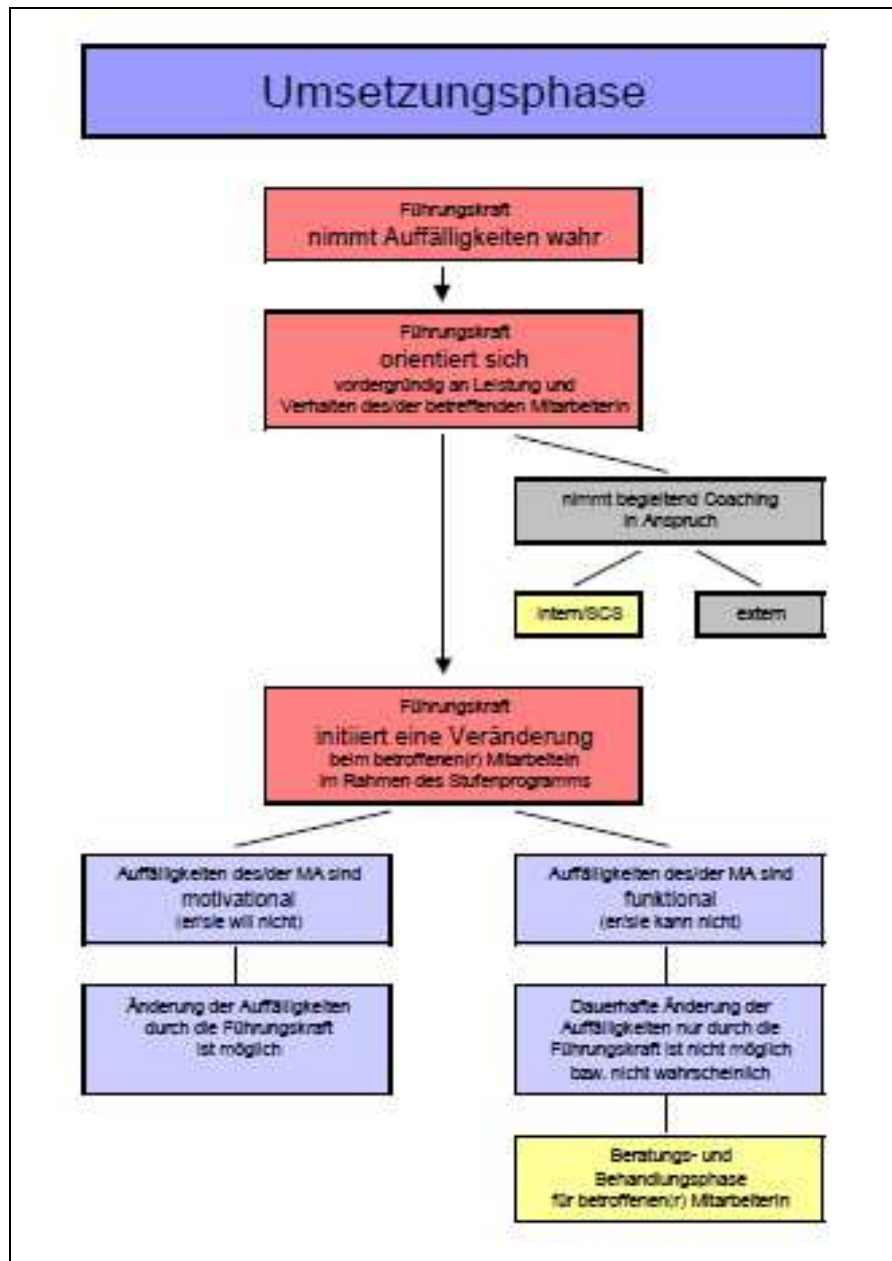
trigger for the decision to develop and to implement a workplace alcohol policy	<ul style="list-style-type: none"> - Safety aspects - Policy is an important part of the workplace health promotion program
main aims of a workplace alcohol policy	Prevent alcohol problems causing productivity loss and absenteeism
the PPP has been documented (not generally applicable to laws) by	Human Resources (HR) department.
course of action	motivation, accomplishment, documentation and evaluation measures like trainings, case work, etc.
evaluation	Yes, self evaluation has been done by the company.
responsible for the evaluation	Consulting company
Kind of evaluation	<ul style="list-style-type: none"> - Company has conducted a thorough effect evaluation of the alcohol policy, including objective measurements like alcohol use, absenteeism or work performance both before and after the implementation of the alcohol policy - Company has evaluated (elements of) the process of policy implementation - Company has evaluated workshops and training sessions - Company has evaluated employee familiarity with the alcohol policy - Company is gathering on the dissemination and using of information packages - Supervisors will be asked to fill in an evaluation form after completing their training (about the contents of the course, the applicability of the contents, the teacher and the materials used)
main results of the PPP evaluated	Yes, all in all, the parts of the program (company agreement, trainings, Social-Coaching (=case-work), have a high familiarity and acceptance in the company.
evidence effect by the PPP for a positive cost-benefit calculation for the company	Yes, calculations of the costs causing alcoholism diseased before confrontation in relation to their absenteeism – on the basis of individual cases
pre-conditions for success for the PPP/ main lessons to be learnt from it	The top management have to support the program in all items.
sense to transfer the PPP to other companies and/or in other countries	Yes.

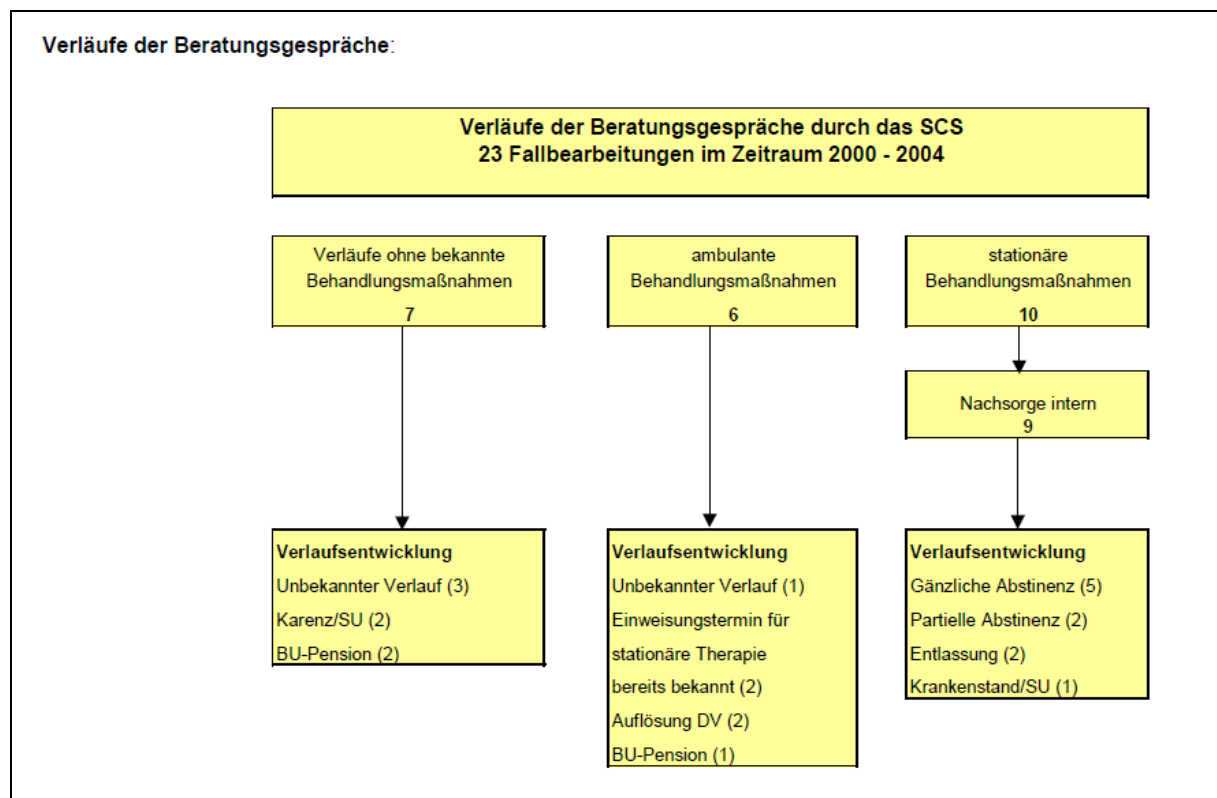
documents, reports, websites e.g. publicly available of this policy (in national language or in English) or a legal law, official guidelines by government etc.	<p>Yes,</p> <ol style="list-style-type: none"> 1. Company Agreement “Alcohol policy at the workplace” (2001, in German) 2. Report about the evaluation of the alcohol policy program (2005, in German) 3. Betriebskultur im Wandel - <i>Vom TABU zur präventiven Praxis</i>. Evaluierung 10 Jahre betriebliches Sozial-Coaching in der OÖ GKK (Ingrid Steinbichler) (2009, in German)
Organisation:	Oberösterreichische Gebietskrankenkasse (OÖGKK)
Contact person:	Mag.a (FH) Ingrid Steinbichler
Email address:	ingrid.steinbichler@oegkk.at
Organisational website:	www.oegkk.at

Annex 1:

Extrajts from „Betriebskultur im Wandel – Vom Tabu zur präventiven Praxis“ – Evaluierung des betrieblichen Suchtpräventionsprogramms der OÖGKK (2005)







b. Abstinenz

