



Czech Republic

Country:	Czech Republic
Name of the project:	Alcohol prevention
Name of the company/organisation:	ECK Generating, s.r.o.
kind of company	profit organisation production sector
Company size	Medium-size enterprise (50 to 500 staff members)
Number of employees	?
Location	Company with a headquarter and one or more other branches/locations
Main aims and objectives	<ul style="list-style-type: none"> - prevention of alcohol at the workplace - improvement of health of staff - increase of safety at workplace
main prevention strategy	Behavioural <u>and</u> structural prevention
main target groups of the project	All staff members
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?	Only in one location of 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	It is still open.

Focus of the alcohol policy:	
<u>a) Universal prevention</u>	<ul style="list-style-type: none"> - Complete ban on alcohol in the workplace. - Alcohol testing policy e.g. works with potentially dangerous products. - Employees receive training in the early identification of alcohol abuse among colleagues. - 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.
<u>b) Selective prevention</u>	<ol style="list-style-type: none"> 1) Support and care: company has <i>own medical staff</i> to take care of employees experiencing alcohol-related problems 2) Support and care: employees could be referred to <i>external services</i> 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	<ol style="list-style-type: none"> 1) Alcohol awareness training for the staff takes place. 2) Management/supervisors received alcohol policy training prior to the dissemination of information packages among employees (Guidance how to implement the policy)
b) Dissemination of the Alcohol policy developed:	<ol style="list-style-type: none"> 1) Information disseminated in the workplace by brochures 2) 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. 3) Others (not applicable)
c) Participation of the employees:	<ol style="list-style-type: none"> 1) Employees were involved in training/discussion about alcohol use (in the workplace) 2) Organised training session for the group of employees who are responsible for the safety within the company

Good practice of projects, programmes and policies (PPP)

trigger for the decision to develop and to implement a workplace alcohol policy	<ol style="list-style-type: none"> 1) Result of external pressure (society, government) 2) Safety aspects 3) Work with potentially dangerous products (accident could have far-reaching consequences) 4) Policy is an important part of the workplace health promotion program
main aims of a workplace alcohol policy	Improvement of the company safety
the PPP has been documented (not generally applicable to laws) by	Chief Safety Technician
course of action	-
evaluation	No evaluation is being intended
responsible for the evaluation	Scientist/researcher of a university
Kind of evaluation	-
main results of the PPP evaluated	-
evidence effect by the PPP for a <i>positive cost-benefit calculation for the company</i>	?
pre-conditions for success for the PPP/ main lessons to be learnt from it	support of management support of all managers
sense to transfer the PPP to other companies <i>and/or</i> in other countries	Yes, improvement of health and safety of employees
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.	Yes. → Environmental and Occupational Health & Safety Report 2008 (http://kladno.alpiq.cz/en/Images/enviro%20report_tcm151-64159.pdf)
Organisation:	ECK Generating, s.r.o./Kladno Energy Businesses
Contact person:	Mgr. Michaela Žinciková
Email address:	zincikova@eckg.cz
Organisational website:	http://kladno.alpiq.cz/en/index.jsp (www.eckg.cz)

→ There are no governmental programmes/ campaigns regarding alcohol prevention at workplace in the Czech Republic.

→ There aren't any campaigns or projects issued by the insurance company or other state/private entities/bodies.