



Ireland

Country:	Ireland
Name of the project:	Guidelines on Alcohol in workplaces
Name of the company/organisation:	social partners and government agencies
kind of company	Non profit organisation / public sector
Company size	
Number of employees	
Location	
Main aims and objectives	to produce a guidance document on alcohol in workplace which will assist employers develop their own policy on alcohol
main prevention strategy	Behavioural prevention
main target groups of the project	All staff members and line manager
initiative started and implemented by	The Government
How does the PPP work: Is it valid in the whole company or only in some locations or specific work areas?	Nationwide valid for all companies /organisations
How was it developed?	refers to a guidance document on alcohol in workplaces being developed by relevant government agencies and the social partners in Ireland.
Start of the PPP in the company	Between 2000 and 2009
Duration of the PPP applied	Permanent measure/offer
project is funded by	government agency
financing for a successful implementation is guaranteed	-
Focus of the alcohol policy:	
<u>a) Universal prevention</u>	Managers are trained to identify alcohol problems at an early stage.
<u>b) Selective prevention</u>	<ol style="list-style-type: none"> 1) Linked with <i>specialist alcohol services</i> where employees with alcohol problems could be referred 2) Support and care: company has <i>own medical staff</i> to take care of employees experiencing alcohol-related problems 3) 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	it is a guidance document developed by government agencies in cooperation with the main social partners
General tools being used	Alcohol policy implementation generally includes the broad dissemination of written information, training or discussion groups for employees and staff, and extra training for managers.
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 posters and by intranet 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) Production of an inter-organisational media about the alcohol policy
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) Workshop for employees and managers introducing guidelines for the handling of ‘at risk’ employees is arranged.
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) Policy is an important part of the workplace health promotion program 3) Initiative arising from overall government taskforce dealing with alcohol.
main aims of a workplace alcohol policy	<ol style="list-style-type: none"> 1) Prevent alcohol problems causing productivity loss and absenteeism 2) Educate employees about the risks of alcohol use in the workplace 3) Improvement of the health of employees
the PPP has been documented (not generally applicable to laws) by	government
course of action	It will be available free of charge.

evaluation	Yes, evaluation is planned.
responsible for the evaluation	all organisations involved in developing the guidance
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	involvement of government and social partners in developing the guidance
sense to transfer the PPP to other companies <i>and/or</i> in other countries	Yes, it could be useful in other countries with similar alcohol work culture
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.	→ The guidance has not been published.
Organisation:	The Health and Safety Authority (HSA)
Contact person:	Kieran Sludds
Email address:	kieran_sludds@hsa.ie
Organisational website:	www.hsa.ie

Annex:

Abstract from: Hope A (2008).

Alcohol-related harm in Ireland. Health Service Executive – Alcohol Implementation Group (HSE) (http://www.hse.ie/eng/services/Publications/services/Hospitals/Alcohol_Related_Harm_in_Ireland.pdf)

Alcohol and the workplace

Alcohol use and abuse can impact on the workplace, in particular on absenteeism and its related costs. A survey undertaken in Ireland by IBEC (representing business and employer organisations) estimated that absence from work costs Irish businesses about €1.5 billion a year (IBEC 2004). However, absence from work is not just an economic cost but also a serious social issue, as noted by IBEC. The survey found that the average absence rate was 3.4% which was higher in manufacturing than in the service sector and highest in large companies in comparison to medium or small companies. Short term absence from work was more common than long-term absence. The main cause of short-term absence, for both males and females, was minor illness. Alcohol and alcohol related illness was cited by 12% of companies as a cause of short-term absence for males and 4% for females. Some 40% of short-term absence occurred around the weekend. The main cause of long term absence was recurring health problems.

Alcohol and alcohol related problems were perceived by 4% of companies as a cause of long-term absence for males and 2% for females. As concluded by IBEC, "it is not unreasonable to suggest that alcohol and related problems are likely to be a significant cost to business".

IBEC (2004). Employee Absenteeism: A Guide to Managing Absence. Dublin, IBEC – the Irish Business and Employers Confederation