



Lithuania

Country:	Lithuania
Name of the project:	Alcohol prevention policy at workplaces
Name of the company/organisation:	JSC "Oil refinery" - Orlen
kind of company	profit organisation production sector
Company size	Big enterprise (501 and more staff members)
Number of employees	3500
Location	Multinational company
Main aims and objectives	-
main prevention strategy	Structural prevention
main target groups of the project	- group with specific functions - drivers
initiative started and implemented by	- Management - Legal requirements by law
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	It is still open.
Focus of the alcohol policy:	The Company's policies prohibit the introduction, consumption, possession, distribution or sale of alcoholic beverages or unauthorized drugs by employees on Company territory (buildings or other premises). It is a violation of internal work regulations for intoxicated persons to report to work.

a) Universal prevention	<ul style="list-style-type: none"> - Complete ban on alcohol in the workplace. - Alcohol testing policy e.g. works with potentially dangerous products. - Assessment of the harmful factors in the work places. - Training about healthy lifestyle or reducing harmful habits as smoking, alcohol use.
b) Selective prevention	-
cooperation with other companies, organisations, counsellors in the context of the PPP	?
General tools being used	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. - Small discussion groups - Organised extra training or produced additional information for managers - 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:	- Policy contains written material on the implementation and content.
c) Participation of the employees:	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"> - Work with potentially dangerous products (accident could have far-reaching consequences) - Problems associated with alcohol use at workplace (more than 30% fatal accidents at work, 50% of them in construction industry) are reported as being alcohol related, indirect effect of drinking itself including absenteeism, poor performance, tardiness or lost productivity.
main aims of a workplace alcohol policy	Improvement of company safety
the PPP has been documented (not generally applicable to laws) by	Yes, responsible Deputy director for HR. The policy developed together with Safety and Health department and Trade Union.

evaluation	No.
evidence effect by the PPP for a <i>positive cost-benefit calculation for the company</i>	Decreased number of alcohol using individuals per year.
pre-conditions for success for the PPP/ main lessons to be learnt from it	-
sense to transfer the PPP to other companies <i>and/or</i> in other countries	Yes. But policy must be based not only on the safety, but on rising awareness about harmful impact of alcohol-use!
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.	?,
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Organisational website:	http://www.orlenlietuva.lt/en/main/company
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Annex:

extracts of a presentation in scope of the ENWHP-conference in Cracow/Poland
(European Network for Workplace Health Promotion, 13-14th Oct 2006)

Testing for Reasonable Suspicion

- The observations of a supervisor, Security personnel, and/or the observations and report of at least two other persons is enough to initiate testing for suspicion of being under the influence of alcohol or drugs.
- If the test is positive and shows an alcohol content greater than or equal to 0.1 parts per thousand, but less than 0.4, the employee is dismissed from work, charged with unauthorized absence and issued with a disciplinary warning.
- If an employee is tested according to the established procedure and the results show an alcohol concentration greater than 0.4 ppm, the Administration, prior to terminating the employment contract of the employee in violation, shall request accelerated approval for termination from the Trade Union where the employee in question is a Trade Union member.

SUMMARY ON EMPLOYEES` ALCO-USE RESULTS IN COMPANY "Mažeikiu nafta" 2003-2006

Total number of employees AB "Mažeikių nafta" 3500 žmonių. Contractors 400 žmonių.

