



Spain (3)

Country:	Spain
Name of the project:	APREBA
Name of the company/organisation:	Inforges
kind of company	profit organisation service sector
Company size	Medium-size enterprise (50 to 500 staff members)
Number of employees	150
Location	Company with a headquarter and one or more other branches/locations
Main aims and objectives	To improve the employees health and to avoid absenteeism for all staff members
main prevention strategy	Behavioural 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?	All over the company/ organisation in each country
How was it developed?	It started as a pilot project only in one sector of the company.
Start of the PPP in the company	Started in 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	Complete ban on alcohol in the workplace.
b) Selective prevention	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	Alcohol awareness training for the staff takes place.
b) Dissemination of the Alcohol policy developed:	<ol style="list-style-type: none"> 1) Policy contains written material on the implementation and content. 2) Information disseminated in the workplace by intranet
c) Participation of the employees:	Employees were involved in training/discussion about alcohol use (in the workplace)
trigger for the decision to develop and to implement a workplace alcohol policy	<ol style="list-style-type: none"> 1) Safety aspects 2) Policy is an important part of the workplace health promotion program 3) Education campaign for young employees
main aims of a workplace alcohol policy	Educate employees about the risks of alcohol use in the workplace
the PPP has been documented (not generally applicable to laws) by	No
evaluation	No evaluation is being intended
pre-conditions for success for the PPP/ main lessons to be learnt from it	The engagement of all staff members and the support of the managers.
sense to transfer the PPP to other companies <i>and/or</i> in other countries	?
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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