



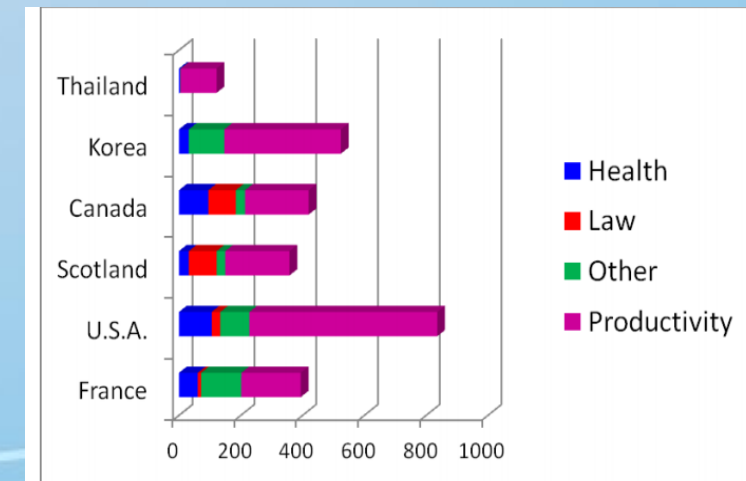
**КОРПОРАТИВНОЕ ЗДОРОВЬЕ  
CORPORATE HEALTH**

## **Workplace Alcohol Abuse Intervention Program**

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Corporate Health, LLC  
General Director**

# Why should companies focus at alcohol abuse reduction among employees?

- The cost of excessive alcohol consumption in the United States reached **\$223.5 billion** in 2006 (compare with **\$392 billion** in 1992). The costs largely resulted from **losses in workplace productivity** (72% of the total cost), **health care expenses** for problems caused by excessive drinking (11% of total), **law enforcement** and other criminal justice expenses related to excessive alcohol consumption (**9% of total**), and **motor vehicle crash costs** from impaired driving (6% of the total).  
<http://www.cdc.gov/features/alcoholconsumption/>
- National survey data from the 2004 indicates that 29% of full-time employed workers are binge drinkers (i.e. drank five or more drinks on the same occasion at least 1 day in the prior 30 days) and 9% of workers are classified as heavy alcohol users who drink large amounts of alcohol on a regular basis (defined as five or more drinks on the same occasion 5 or more days in the past 30 days (SAMHSA, 2005)
- Alcohol dependence develops in each 10 of 100 using alcohol
- Russia – Alcohol consumption statistics (2010) – 18 Liters of pure alcohol per capita – 2<sup>nd</sup> place in the world after Moldova.
- Most part of alcohol abusers are aged 18-49 and are employed



**DO YOU PERSONALLY KNOW SOMEBODY WHO  
PRESENTS ALCOHOL PROBLEMS?**



# Peculiarities of Alcohol problems

- Alcohol problems stay covered for long time. The workplace is the latest to identify this issues.
- Alcohol dependent individuals represent about 5% of overall problems caused by alcohol consumption
- Alcohol abusers need specific help to resolve problems caused by alcohol.
- Shaming, reasoning and manipulating are not effective in referral alcohol abusers for help.
- Alcohol abusers create problems not only when they are under the influence
- Just quitting drinking does not mean resolution of alcohol problems
- Those who abuse alcohol deny the nature of their problems and reject help offered

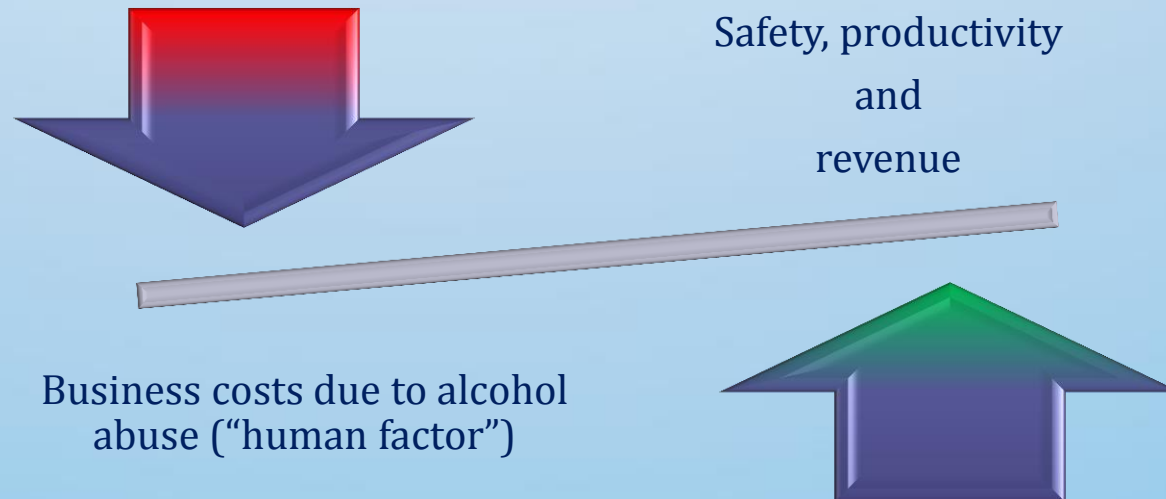
**WORKPLACE CREATES PERFECT ENVIRONMENT TO PROVIDE EFFECTIVE REFERRAL TO CHOSEN RESOURCE OF HELP FOR THOSE IN NEED**



**Is alcohol abuse reduction  
a goal or objective for business?**

# Goal

*Increase of safety, productivity and revenue of company through reduction of alcohol abuse of employees*



# The History of Workplace Alcohol Abuse Intervention

First Workplace Programs were developed in USA in early 40ties. Currently such programs are the part of workplace efforts to increase safety and productivity in the most part of developed countries.

Russia: Since the end of 90ies Policies and Testing procedures have been implemented in Russian enterprises aimed at identification of those under influence and firing them. As a result we see absence of ability to prevent alcohol abuse and reduce the loss of workforce along with business losses.





# Change of Approach

Most part of politics and procedures are aimed at identification of employees under influence at the workplace



Identification causes job termination



Such approach excludes the opportunity for effective prevention and causes new business losses due turnover



Reduction of qualified workforce makes such policy costly and ineffective



This cause the need to aim efforts at early identification of alcohol problems and effective referral to appropriate resources of help



# Change of Approach

**Late identification:** identification of employees being under influence at the workplace (testing) and job termination

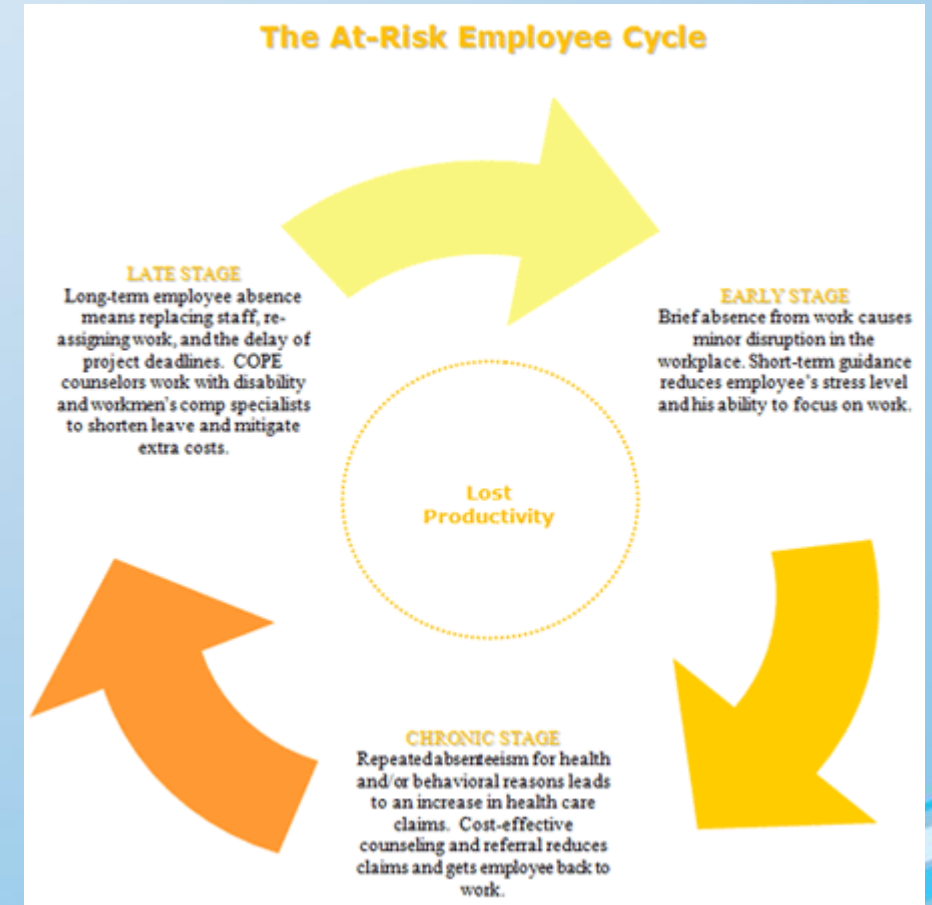
VS.

**Early identification** of the problem **behavior**, referral for cause identification and help needed

**Reaction** to event that happened

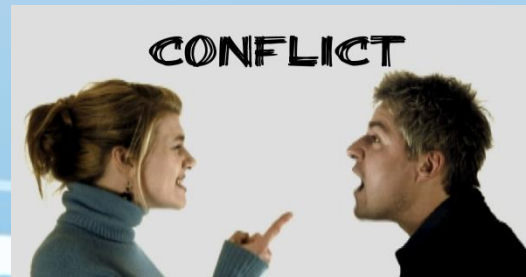
VS.

**Opportunity to prevent** serious losses of economical and human resources

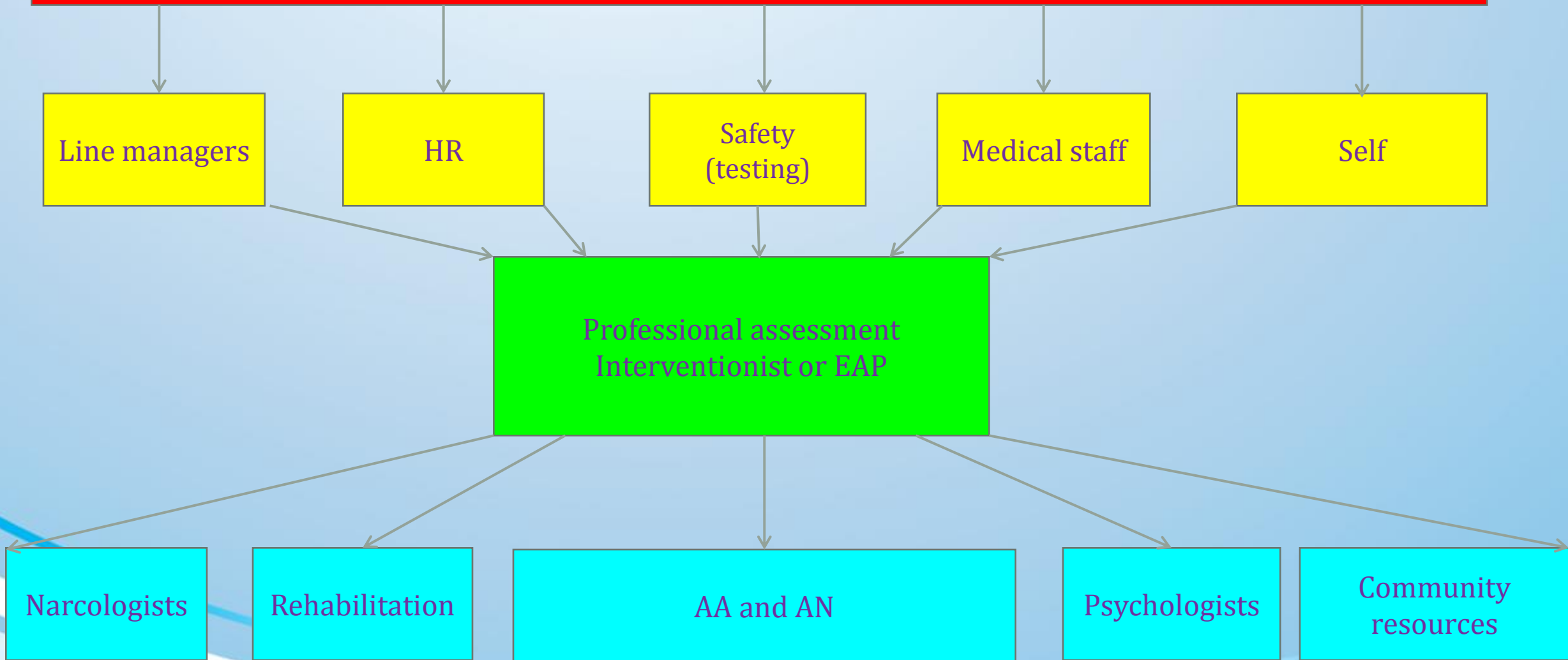


# How alcohol problems may be exposed at workplace?

- Incident and injuries – alcohol abusers tend to be involved in incidents and get injured more often than others
- Absenteeism – tardiness, time out of work, sick leave days (3-14 times more than average)
- Presenteeism – being distracted from work by physical state or personal problems
- Turnover – more cases of leaving company on “own” decision or terminated for policies violations
- More workplace conflicts and inappropriate claims



«Problem» employees – repeated or gross violation of policies, rules, reduction of productivity, improper behavior at work





## How to start?

# Stop Focusing on alcohol/drug abuse and concentrate on performance and workplace behavior !

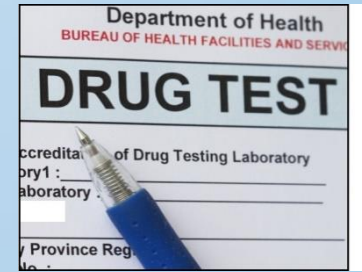
- Involve professionals in the field of workplace intervention programs
- Review international experience
- Review existing policies and procedures to fit them to new goals
- Create professional resource of problem assessment and defining of level of help needed (Workplace Interventionist or Employee Assistance Program)
- Choose appropriate local resource of help on the base of business and employees interests.
- Develop and implement procedure of managerial referral to Assessment services on the base of performance criteria
- Provide information on the goals and purpose of effort to managers, employees, Union representatives.





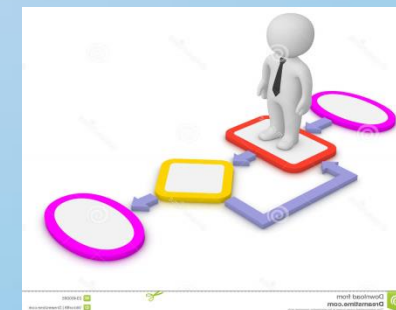
# Key elements

- Policies and testing procedures need to be upgraded and aimed at provision of help
- Main resource is Program Interventionist either hired by Company or Company EAP Interventionist. Such resource to be created.
- Administrative referrals to Interventionist (EAP) on the base of performance criteria
- Resource of help chosen on the base of business interest
- Informational action plan: for employees, supervisors, HR managers and Union representatives



# Managerial referrals

- Managerial referrals – most effective way of offering help to employees in need.
- Criteria of referrals are performance based and include number of visible behavior changes, violations of safety regulations and productivity reduction. Referrals are to be conducted just if there is no evidence of alcohol abuse. Such approach gives opportunity to identify alcohol problems on early stages and provide proper help.
- Specific algorithm of managerial referral provides efficiency where up to 80% of referred employees voluntarily accept offered help and follow recommendations of Interventionist.
- If problem evaluation with Interventionist will not reveal substance abuse, Company Interventionist or EAP will offer appropriate assistance.
- Fair and consecutive disciplinary actions play significant role in managerial referrals.



# Expected outcomes

- Increase the level of safety and security. Reduce number of incidents and injuries of employees at work and in personal life.
- Increase productivity through:
  - ❖ Absenteeism reduction
  - ❖ Increase of concentration on work
  - ❖ Reduction of turnover and securing of valued workforce
  - ❖ Reduction of sick leaves days
  - ❖ Prevention of alcohol problems identified on early
- Exhibit social responsibility of business
- Reduce business costs caused by alcohol abuse

**THUS REACHING THE BUSINESS GOAL!**



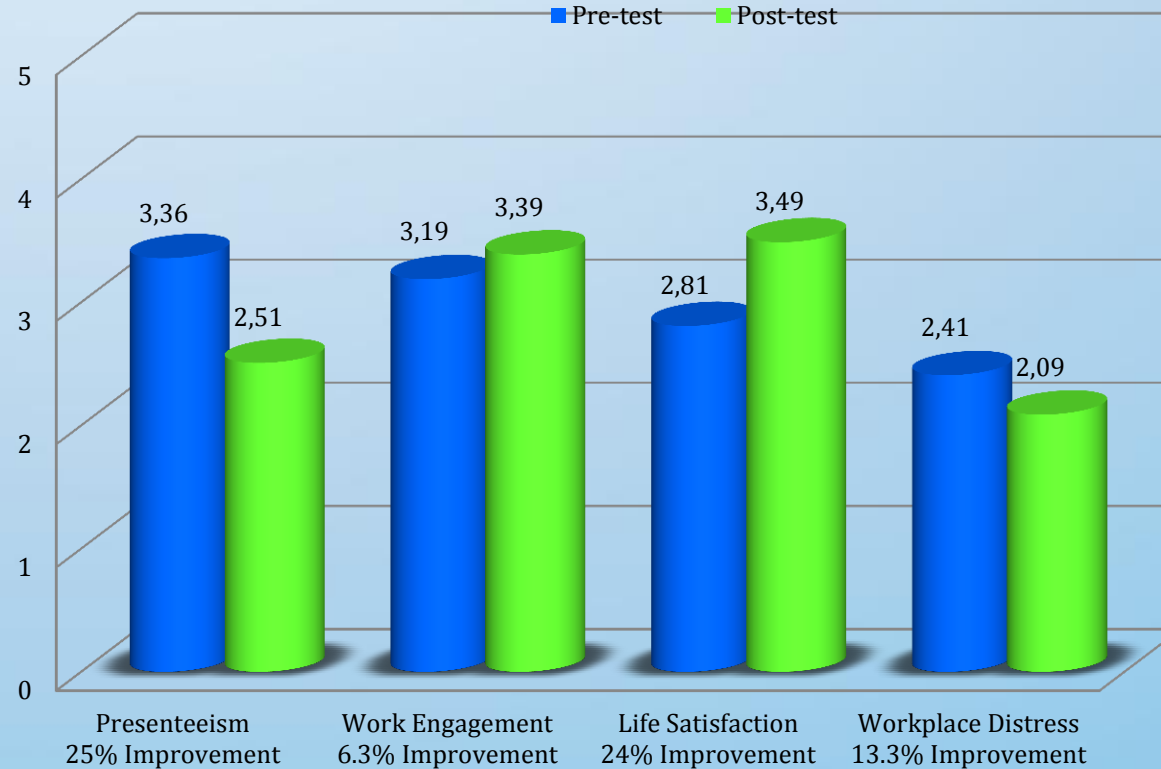
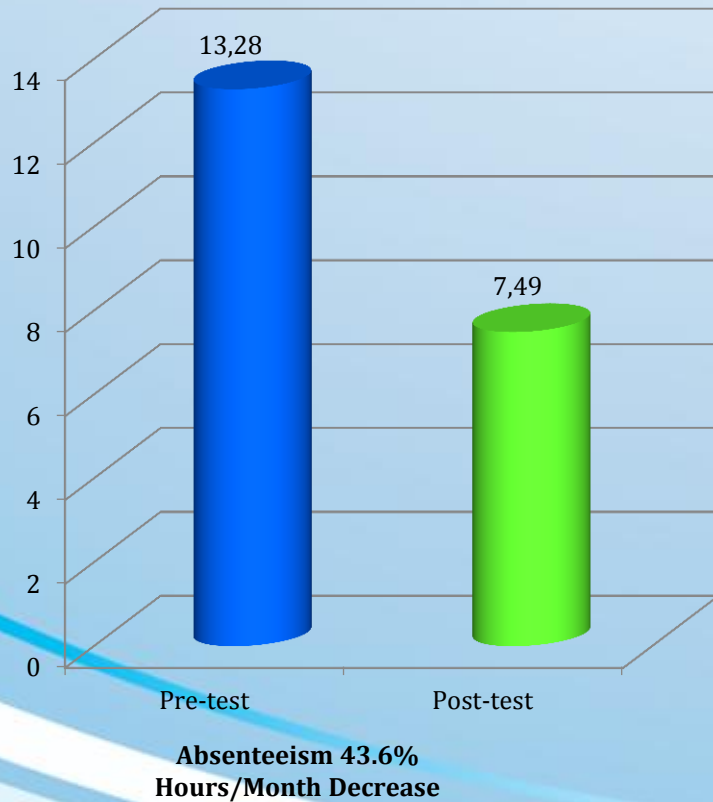
# EAP Effectiveness research results

## Workplace Outcome Suite (WOS)

<http://chestnutglobalpartners.org/wos>



## Data collected from 20 companies using EAP (N=3187)



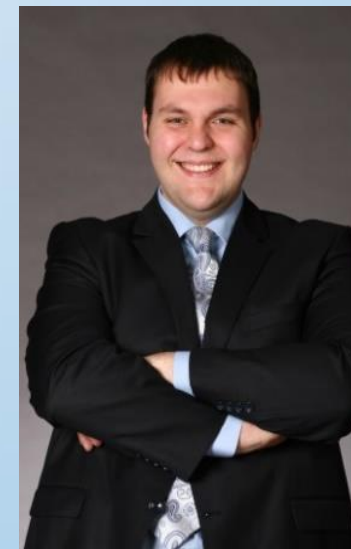
All scales reflect statistically significant change ( $p < .0001$ ).



# Благодарим за внимание!



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