



PRAISE – Jornadas de Prevención de Accidentes y Lesiones de Tráfico para la Seguridad de los Empleados: identificar, evaluar y prevenir riesgos laborales viales

Madrid & Oviedo, February 2019, Bettina Velten

Alcohol- and Drug-related accidents



25,670 people were killed in road collisions in 2016.

~ **25%** of all road deaths in the EU are alcohol related.



2.6 million accidents were recorded by the police in 2017

38,917 accidents, with at least one party under the influence of **intoxicating substances**.

4,987 persons were seriously injured

259 persons were killed

Alcohol consumption at the workplace – Losses for companies and economics

- 10 % of employees consume alcohol in a critical way
- 5 % consume alcohol in a risky way
- 5 % have a risk of addiction



Yearly costs of alcohol consumption:

- 40 Billion Euro: direct and indirect costs of alcohol consumption in Germany

Yearly state revenue for alcohol-related taxes:

- 3,165 Billion €



Source: Effertz, T. (2015): Die volkswirtschaftlichen Kosten gefährlichen Konsums

Alcohol consumption at the workplace – Losses for companies and economics

Alcohol at the workplace leads to:

- a loss of productivity, that colleagues have to compensate
- accidents at work
- quality losses due to faulty services

- from 0.2 mg/L, the concentration and the ability to criticize and judge sink

- even at 0.3 mg/L, the risk of accidents is **doubled**, compared to the sober condition.
At 0.75 mg/L, it is **16 times** as high!

- In **20 – 25 %** of all work-related accidents, **at least 1 person** under the influence of alcohol is involved.

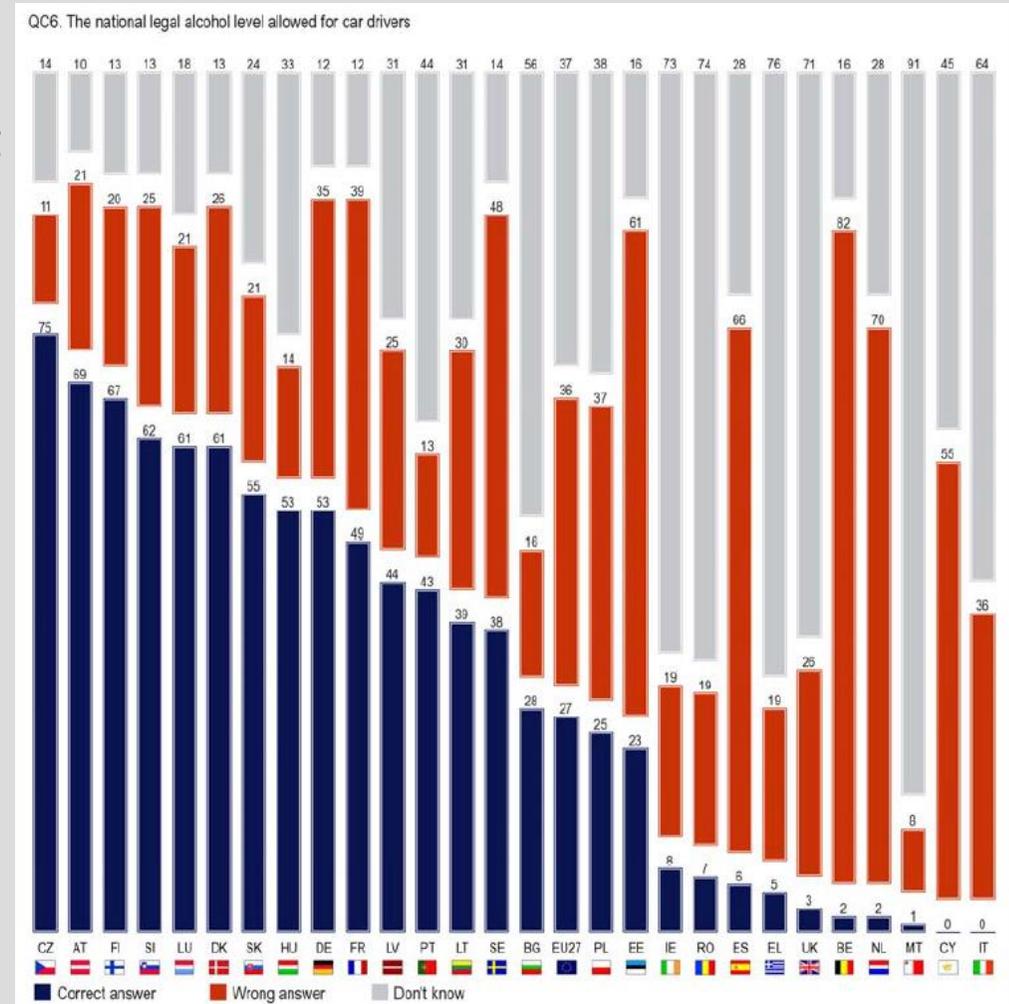
- With increasing alcohol consumption employees are missing up to **16 times** more often in the workplace.
=> 25% less work performance that other colleagues have to compensate for!

Source: DHS, Jahrbuch Sucht, 2018

Survey about the country-specific BAC limit

- On average only 27% of respondents knew the legal BAC limit
- 36% gave a wrong answer
- 37% did not know

Most EU citizens cannot give a correct answer regarding the legal blood alcohol limit for driving in their country!



Source: Eurobarometer 331, 2010

Consciously Rides after Consumption of Alcohol and Drugs

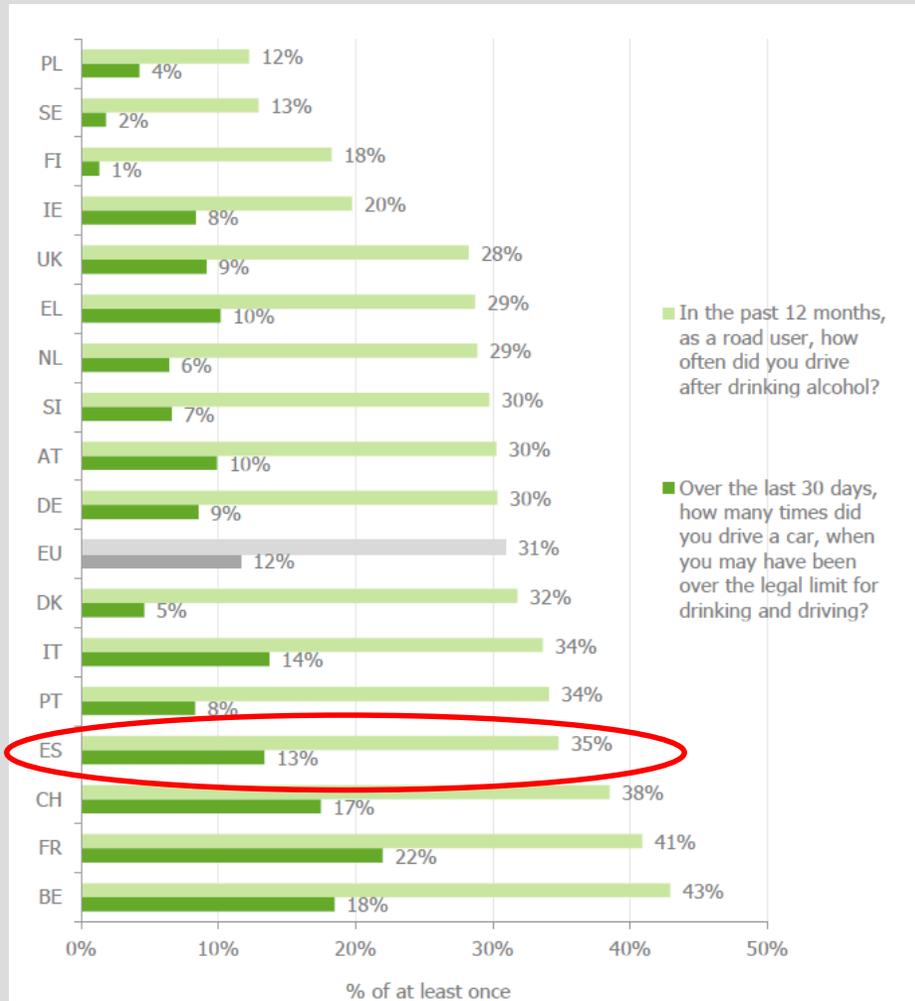


Figure 12: Self-declared behaviour as a road user having driven under the influence of alcohol, by country (% of at least once).

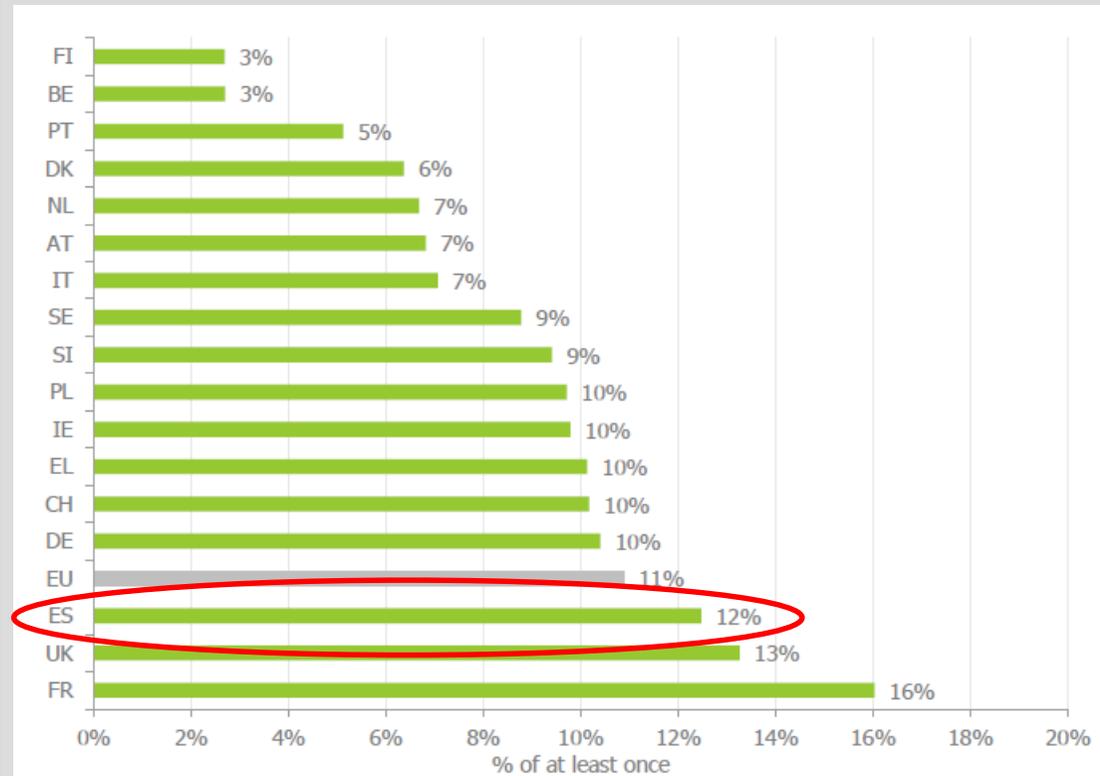


Figure 13: Self-declared behaviour as a road user having driven under the influence of drugs, by country (% of at least once within the last 12 months).

Source: ESRA report, 20-06-2016, page 21-22

Legal Framework in Germany

Accident prevention regulation, §15, §7



Employees:

Insured persons may not put themselves by consuming alcohol, drugs or other intoxicating substances in a condition in which they may endanger themselves or others



Employers:

Are not allowed to employ people, who are clearly unable to work without danger to themselves or others



Regulation:

There is no alcohol limit or alcohol ban!
It is up to the employer to judge, whether an employee is capable for work, or not!



Clear regulations for certain professions / areas:

- alcohol ban for pilots, co-pilots
- alcohol ban in rescue services
- alcohol ban in passenger transportation
- alcohol ban in dangerous goods transportation



Employees:

- may not be forced to attend the test
- must agree to this specific measure

Test:

- must be suitable, necessary and appropriate (alcohol test: blood vs. breath)



Controls under suspicion:

in these cases a testing is appropriate and reasonable

Controls without suspicion:

No final jurisdiction!

Testing in dangerous and safety-sensitive workplaces allowed (if life and limb of others is endangered)

Note:

If a company decides for alcohol / drug testing, it is necessary to involve the workers' council and to communicate openly with all parties involved.

28. January 2019:

1.200 Trucks – 190 drunken drivers on German motorway service areas

Großkontrolle in Hessen

190 Lkw-Fahrer hatten Alkohol getrunken



am Sonntagabend auf
n und Parkplätzen
fahrern hätten 190
nden, teilte das
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obahn-Raststät
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en.

- 1 night
- 250 police officers
- 1.200 controlled truck drivers
- 190 drivers with alcohol
- 79 drivers above 0.5 mg/L
- driver of dangerous goods with 0,79 mg/L
- police used park claws to prevent the ride of the trucks

Foto: Uwe Ansbach

Polizisten führen am späten Abend an der Autobahnraststätte Kraichgau-Süd eine präventive Alkoholkontrolle bei Fahrern von Lastkraftwagen durch.

rn, legten die Beamten
d zogen Dokumente
...em. An dem Einsatz an
arkplätzen und Raststätten entlang von
Autobahnen waren am Sonntagabend rund 250
Polizisten beteiligt.

28.01.2019 GIEßEN. Bei einer großangelegten Kontrolle der Polizei in Hessen fast 80 Lastwagenfahrern wegen hohem Alkoholkonsums die Abfahrt untersagt.

Source: <http://www.general-anzeiger-bonn.de/news/panorama/190-Lkw-Fahrer-hatten-Alkohol-getrunken-article4026747.html>

Recommendations to Employers

Recommendations to Employers

- Inform and educate employees about the risk of drink driving and adopt a Zero tolerance approach to alcohol in the workplace and whilst driving for work.
- Apply procedures and run programmes motivating drivers to comply with regulations.
- Develop clear written internal policies and procedures on drink driving and screening (e.g. before employment, after a collision and randomly) these should be an integrated part of general company workplace health promotion policies.
- Supervisors, line managers and drivers should be trained on the effects of alcohol on driving, and how to identify the symptoms of alcohol misuse.
- As part of a holistic road safety policy consider installing alcohol ignition interlocks in commercial vehicles.

Recommendations to Employers on Illegal Drugs

- Adopt a Zero tolerance approach to illicit drug use in the workplace and whilst driving.
- Develop clear written internal policies and procedures on illegal drug driving and screening (e.g. before employment, after a collision and randomly) these should be an integrated part of general company workplace health promotion policies.
- Supervisors, line managers and drivers should be trained on the effects of illegal drugs on driving, and how to identify the symptoms of illegal drug misuse.



Source: ETSC – Thematic Report no. 3, 2010



EMPLOYERS

- Install alcohol interlocks in commercial vehicles
- Inform and educate employees about the risk of drink-driving and adopt a zero tolerance approach to alcohol in the workplace and whilst driving for work.
- Develop clear internal policies and procedures on drink-driving.
- Supervisors, line managers and drivers should be trained on the effects of alcohol on driving



Source: ETSC – 7 smart ways of tackling drink-driving in the EU, 2018

Best Practice: Implementing ADM tests for Lufthansa pilots



Trigger for ADM Testing

24.3.2015:



What has happened after this accident

- 06.05.2015 EU Task Force convened by commissioner Bulc examined BEA preliminary findings and assessed adequacy of European air safety & security rules
- 
- 17.07.2015 EASA Task Force, composed of senior representatives from airlines, flight crew associations, medical advisors and public authorities, released a final report issuing six recommendations.
- 13.12.2016 EASA opinion 14-2016 implements Ops related taskforce recommendations & action plan
- 22.02.2018 EASA Committee adopted draft regulation
- 23.07.2018 Publication of Regulation (EU) 2018/1042
- 14.08.2020 End of transition period fro Regulation (EU) 2018/1042

Measures after this accident

Minimum Cockpit Occupancy:

- minimum of 2 authorised persons on flight deck at all times
(implemented immediately)

“The Agency recommends operators to assess the safety and security risks associated with a flight crew member remaining alone in the flight crew compartment.

This assessment should take the following elements into account:

1. the operator’s **psychological and security screening policy** of flight crews;
2. employment stability and turnover rate of flight crews;
3. access to a **support programme**, providing psychological support and relief to flight crew when needed; and
4. ability of the operator’s management system to mitigate psychological and social risks.”



Revision of Germany's **Civil Aviation Act** (*Luftverkehrsgesetz*) § 4a

1. Pilots may not operate aeroplanes under the influence of alcohol or psychoactive substances [...].
2. Operators (*airlines*) [...] must ensure that pilots are enabled and qualified to assure a safe and lawful transportation. Therefore, **operators have to test their pilots on a random basis regardless of whether a suspicion exists.** These tests shall be performed under medical supervision. [...] Details will be outlined in a tariff agreement or a company agreement.

The Pilots were very sceptical at the beginning...

Hygienic concerns

How long does it take?
Will I have to check in earlier?

How is my privacy protected?

Who performs the tests?

Will my crew know that I am currently being tested?

How do I know that I am selected for the test?

Blood? Breath?
Saliva? Urine?

Does test time count as duty time?

Can I deny the test?

They were afraid of false-positive results...

Blaming before crew

Loss of reputation
(even in case of false
result)

Do I need an
approval for all kinds
of medication?

How will my
employer support
me?

How will the aviation
authorities react?
Licence lost forever?

Loss of earnings

How long would it
take to clear up the
misunderstanding?

Can a false-positive
test be repeated or
verified?

What legal
substances may
influence the test?



Dräger



Lufthansa

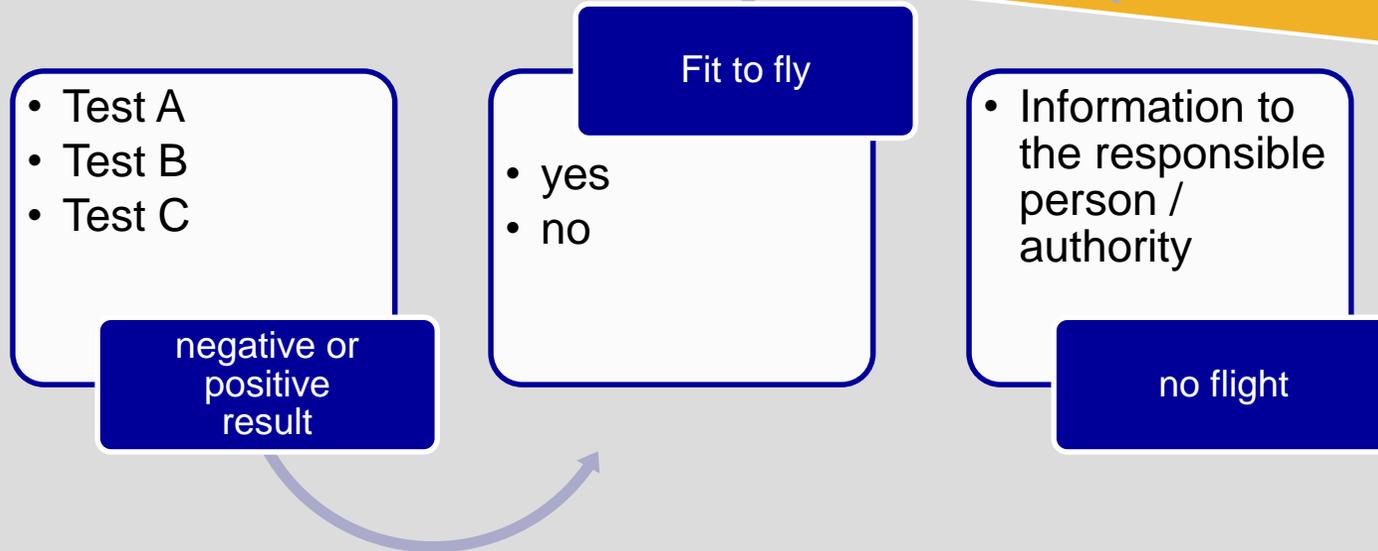


Stakeholders within the implementation of ADM Tests



Transparent Process

Exemplary scheme



Used Instruments

„A-Tests“ (checks before the flight)



Alcohol: Alcotest 6820
Drugs: DrugTest 5000

„B-Tests“



Alcohol: Alcotest 9510
Drugs: Greiner, saliva (laboratory analysis / confirmation)

„C-Tests“:



Voluntary blood sample

**Thank you for
your attention.**

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