



Corporate Health

Substance Abuse Program at Russian Steel Manufacturer

Summary on the First Year of Operations

Summary

The following is a summary of the Alcohol/Substance Abuse Program Corporate Health implemented at one of Russia's largest steel manufacturers. This document summarizes its first year of operation at the company's main location and establishes:

- the importance of the concepts Corporate Health brought to the company
- the cultural relevance of the services that have been implemented
- the program, policies/procedures and activities that have been successfully put in place
- our research findings.

Background

Alcohol consumption in the Russian Federation is more than double the critical level set by the World Health Organization. While substance abuse programs have a long history in the West, implementation of a worksite-based intervention service is new in Russia, which allows the unusually high incidence of Alcohol Use Disorders (AUDs) to go undertreated, even overlooked. The program developed for the steel company by Corporate Health (a Russia-based EAP lead by Chestnut Global Partners and BEAC) is based on the proven, early intervention model used in the U.S. and the West since the 1980s, which Corporate Health adapted to a Russian cultural context. In its first year of operation, 66 company employees identified as having AUDs who received counseling curbed their drinking, resulting in a sharp decrease in absenteeism and presenteeism thirty days after intervention.



Program Overview

- Provided the Company with formal, written manager training and employee orientation program format(s) and a location “handbook” for both the interventionist and those interested in learning more.
- Provided professional training on this program (over a three-day period) to physicians and nurses working at the local hospital and with those providing their services to the Company.
- Met with the city’s mayor and other local government officials to introduce them to the concept and to let them know the positive nature of this service and its benefit to employees, families, and to residents of their community.
- Held meetings with management representatives of other companies doing business in the region (many were from the Company's provider organizations).
- Held meetings with local representatives of alcohol/drug and mental health services in the two-city area to introduce them to the concept and the program to be offered and requested their support in making this program successful.
- Provided information through interview(s) to the local press (newspaper) and television station from the two-cities on this program, its importance and significance in Russia, its history and success in the West, and its positive focus in support of employees, families, and the company.
- Implemented Substance Abuse Program policy; Policies and Procedures for program implementation; intervention specialist brought on board to provide training, guidance and counseling; weekly supervision sessions telephonically during the first six-months of program operation, and bi-weekly, or “as needed” thereafter.



Results

Statistically significant interaction for the AUDIT scores and life satisfaction clearly supported the effectiveness of the program by showing that large differences between the experimental and control groups at baseline, essentially disappeared at follow-up. The results of the follow-up survey for the experimental group suggested that there was no self-reported drinking and, little absenteeism thirty—days after intervention. The low variance in these measures precluded formal statistical analysis. The pattern seen favored the effectiveness of the intervention. Workplace outcomes measures for Work Engagement and Workplace Distress showed the same pattern but did not reach traditional levels of statistical significance. The results of the presenteeism scale did not support the hypothesis.

Discussion

The results of the primary outcome measures provided strong support for this intervention. Large differences on the AUDIT between the high scores for the experimental group and the low scores for the general population (control group) essentially disappeared at follow-up. The consistent pattern for mean-differences in all but the Presenteeism scale suggests that the sample size was not large to permit a sensitive testing of the hypotheses and that if additional subjects had been provided there would have been stronger evidence in support of the intervention. However, it is impressive to note that positive evidence emerged even with this small sampling. The results of our work suggests that continuing this research using larger samples (300 or more individuals within each group) could provide an extremely robust statement of the effectiveness of the workplace alcohol program in Russia.

Going forward, we expect the program to gain broader acceptance, as utilization increases and employees begin to exercise greater control over their use of alcohol and drugs.



About Corporate Health

Corporate Health (CH) is Russia's first professional provider dedicated to improving the health, well-being, and productivity of employees and their families. Corporate Health's expertise combines a well-trained network of Russian professionals with Partners from Europe and the United States who have over 20 years of international experience in the design and delivery of employee support and corporate wellbeing programs. Corporate Health works with both multinational organizations with operations in Russia as well as with domestic Russian companies. The Corporate Health service center is based in Moscow. For more information, visit www.corphealth.ru/.

About Chestnut Global Partners

Chestnut Global Partners, LLC, is a wholly owned subsidiary of Chestnut Health Systems, Inc., a not-for-profit behavioral health organization based in Bloomington, Illinois. In addition to offering a full range of employee assistance and related workplace services to both domestic and multi-national companies, Chestnut Global Partners' Division of Commercial Science helps providers and employers deploy scientific assessment technologies, outcome measures, and analytical methodologies so that EAPs, wellness companies, disease management entities, and purchasers can determine the effects or worth of programs. For more information, visit www.chestnutglobalpartners.org.

About BEAC, LLC

BEAC, LLC, is a US-based company founded by two experienced professionals in the Employee Assistance industry. CEO Edward Trieber, JD, Ph.D., is a clinical psychologist and attorney specializing in mental health, law, business, finance and technology. Chris Cavazos, MPA, MSW, CEAP, is a 25-year veteran of behavioral health organizations and Employee Assistance Programs, and uses his expertise in both organizational dynamics and employee performance in his capacity as COO.