

EAGOSH Recommendation No 6

On-duty alcohol impairment and abuse

This recommendation shall provide guidance to EAGOSH members regarding the issue of on-duty alcohol impairment and abuse by their employees. It reflects EAGOSH's co-ordinated opinion on this matter.

1. EAGOSH member organisations handle passengers, goods and aircraft with valuable and often complex facilities and equipment. In this environment, losses caused by alcohol impairment are unacceptable.
2. EAGOSH recognises differences in the social acceptance of on-duty alcohol consumption within Europe. EAGOSH is convinced, however that the significant safety implications of alcohol impairment warrant to disregard these differences.
3. Based on scientific research, EAGOSH recommends that ground staff is considered fit for duty if their blood alcohol concentration (BAC) does not exceed 0.3 ‰ (or lower as detailed by the respective applicable national legislation).
4. The consumption of alcohol whilst on duty is not acceptable. As a sign of demonstrated management commitment, this should include both working level and management personnel.
5. EAGOSH members are encouraged to reduce or ban the sale of alcoholic beverages in corporate dining facilities and outlets, which are frequented by staff.
6. Chronic alcohol abuse is a disease. Therefore, affected employees should be offered the opportunity to seek competent medical attention before they are subjected to disciplinary measures.
7. EAGOSH members are encouraged to detail their company-specific policy on alcohol consumption and abuse in an internal directive or agreement. Involvement of the representatives of the workforce in this is advisable.
8. EAGOSH members should seek to commit sufficient resources for training of their management and staff in the fields of alcohol consumption and abuse, thus increasing their personnel's competence in dealing with related issues.

References:

- A. International Labour Office (ILO), Encyclopaedia of Occupational Health and Safety, 4th edition, ISBN 92-2-109203-8 www.ilo.int
- B. British Health and Safety Executive (HSE), Alcohol policy at work www.hse.gov.uk
- C. German Road Safety Council (DVR) www.dvr.de
- D. Alcoholics Anonymous www.alcoholics-anonymous.org

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