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Alcohol prevention programme in the workplace

Submission date
23/09/2019

Recruitment status
No longer recruiting

Registration date
11/10/2019

Overall study status
Completed

Last Edited
18/11/2024

Condition category
Mental and Behavioural Disorders

[ ] Prospectively registered
[X] Protocol
[ ] Statistical analysis plan
[X] Results
[ ] Individual participant data

Plain English summary of protocol

Background and study aims
High alcohol consumption puts people at risk of poor health, and can also be bad for society. Since most adults in Sweden are in work, the workplace provides an important place to deliver an alcohol prevention programme. The overall aim of this study is to investigate potential effects of an alcohol prevention programme in workplaces.

Who can participate?
Organisations with above-average hazardous alcohol consumption and at least 100 employees. The employee participants must be aged at least 16 years and work at the organisation for at least 2 years after the organisation enters the study.

What does the study involve?
Organisations will be randomly allocated to one of two groups. Group 1 will receive training by Alna, a non-profit organisation that provides addiction prevention services. The training helps organisations to develop an implement an alcohol policy, and provides skills training for managers. Skills training aims to aid managers to identify early signs of hazardous alcohol consumption and increase managers' confidence to address problems with alcohol early. Group 2 will receive the same training 1 year after Group 1. Managers and employees in all organisations are assessed using self-administered questionnaires at the beginning of the study, as well as 12 and 24 months later.

What are the possible benefits and risks of participating?
Managers will be able to identify early signs of hazardous alcohol consumption in the organisation and will be more likely to initiate early alcohol interventions. There is no direct physical or psychological harm to participating in the study.

Where is the study run from?
Department of Public Health Sciences, Stockholm University (Sweden)

When is the study starting and how long is it expected to run for?
January 2018 to December 2020

Who funds the study?
The Public Health Agency of Sweden

Who are the main contacts?
1. Dr. Kristina Sundqvist, kristina.sundqvist@su.se
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Contact information

Type(s)
Scientific

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Additional identifiers

Clinical Trials Information System (CTIS)
Nil known

ClinicalTrials.gov (NCT)
Nil known

Protocol serial number
N/A

Study information

Scientific Title
Cluster randomised study of an alcohol prevention programme in the workplace

Acronym
KAPRI

Study objectives
To evaluate whether the alcohol prevention programme, which consists of organisational alcohol policy development and skills training among manager, leads to:
1. An increase in the reporting of inclination to engage in a conversation with an employee when suspicion and or worry about hazardous alcohol consumption arises
2. An increase in the employees' knowledge about where in the workplace one might get support in regarding hazardous alcohol consumption
3. An increased number of early interventions by managers (e.g. by engaging in a dialogue) to help employees with hazardous alcohol consumption or other types of harmful use
4. Managers and employees engaging in more sustainable alcohol use as measured by sum of Alcohol Use Disorder Identification Test (AUDIT) categories
5. Fewer cases of hazardous alcohol consumption among managers and employees as measured by AUDIT scores
6. Managers reporting being more confident in handling hazardous alcohol consumption in the workplace

Ethics approval required
Old ethics approval format

Ethics approval(s)
Approved 12/04/2018, Regional Ethical Board in Stockholm (FE 289, 171 77 Stockholm, Sweden; +46 (0)8 524 870 00; kansli@stockholm.epn.se), ref: 2018/634-31/5

Study design
Cluster randomised study

Primary study design
Interventional

Study type(s)
Prevention

Health condition(s) or problem(s) studied
Alcohol harm prevention delivered in the workplace

Interventions

Randomisation
The organisations were matched based on type of sector (e.g. hospitality sector) and size of organisations into blocks. Each block is allocated to either intervention or control group by a computer-generated program (random.org)

Intervention group
The first component focuses on implementation of organisational alcohol. Alna will assist managers to improve and implement organisational alcohol policy, where the policy is based on Alna's previous experiences. This includes examples on responsibility and operational plan. The policy will be executed together with managers on three to four occasions, each lasting for approximately 2 h, depending on the availability of the organisation.
The second component of the programme is skills development training, with the purpose of helping managers to be able to identify early signals of hazardous alcohol consumption and to be able to act upon signs of behaviours that may lead to adverse effects for both employees and the organisation. Managers will attend two training workshops directed by Alna, which lasts for 3.5 h per session. The workshop will cover various topics regarding addiction, prevention and dialogues about hazardous use of alcohol. At the end of the second session, a 'checklist for managers regarding alcohol use' will be introduced. This checklist includes topics such as: different types of alcohol use; prevalence of alcohol use; risk factors; tools to start a dialogue with employees; signs to identify hazardous alcohol use; the role of workplace culture and policy in alcohol consumption; roles and responsibility of the organisation; implementation checklist to understand purpose of the intervention; and discussions on ambiguous cases.

Control group
Organisations that have been allocated to the control group will be placed on a waitlist and will continue their usual practice. Control organisations will receive the same prevention programme as the intervention group after 12 months follow-up.

Intervention Type
Behavioural

Primary outcome(s)
Managers' self-rated inclination to initiate early alcohol interventions by engaging in a dialogue with employees who may have hazardous alcohol consumption, measured using a 5-point Likert scale at baseline, 12- and 24-months follow-up periods

Key secondary outcome(s))
The following will be assessed at baseline, 12- and 24-months follow up, using self-administered questionnaires for managers and employees. Questionnaires will investigate:
1. Knowledge about where to support regarding hazardous alcohol consumption
2. Whether hazardous alcohol consumption has made them worried or made them take action
3. Change in alcohol consumption
4. Level of alcohol problems among managers and employees

Completion date
31/12/2020

Eligibility

Key inclusion criteria

Cluster level
1. Organisations with over-representation of hazardous alcohol consumption

Individuals
2. Aged 16 years
3. Working in the recruited organisation at the time of recruitment and the follow-up endpoint

Participant type(s)
Mixed

Healthy volunteers allowed
No

Age group
Adult

Sex
All

Total final enrolment
1842

Key exclusion criteria
Cluster level
1. Organisations that want to change from intervention to control group and vice versa after randomisation

Individual level
2. Participants who do not work at the organisation at the time of recruitment or follow-up periods

Date of first enrolment
01/03/2018

Date of final enrolment
30/09/2020

Locations

Countries of recruitment
Sweden

Study participating centre
Stockholm University
Department of Public Health Sciences
Stockholm University
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Sponsor information

Organisation
Stockholm University

ROR
https://ror.org/05f0yaq80

Funder(s)

Funder type
Government

Funder Name
Folkhälsomyndigheten

Alternative Name(s)
Public Health Agency of Sweden

Funding Body Type
Government organisation

Funding Body Subtype
National government

Location
Sweden

Results and Publications

Individual participant data (IPD) sharing plan
The datasets generated during and/or analysed during the current study are not expected to be made available because the study involves sensitive personal information, such as alcohol habits.

IPD sharing plan summary
Not expected to be made available

Study outputs

Output type	Details	Date created	Date added	Peer reviewed?	Patient-facing?
Results article	Managerial level results	17/07/2020	09/12/2020	Yes	No

Results article	Employee level results	24/07/2023	25/07/2023	Yes	No
Results article	protocol	17/10/2022	18/11/2024	Yes	No
Protocol article		12/08/2020	17/08/2020	Yes	No
Basic results		07/04/2020	07/04/2020	No	No
Basic results		10/12/2020	11/12/2020	No	No
Basic results		12/01/2021	12/01/2021	No	No
Participant information sheet	Participant information sheet	11/11/2025	11/11/2025	No	Yes