



THE HAGUE - AMSTERDAM - RIJSWIJK Shell World NL MyCORE aims to present an attractive, informative and, where necessary, critical picture of live issues at the various MyCORE sites – and its editors warmly welcome readership involvement. That’s why a random selection of Shell people are invited by phone to comment on the Proposition of the Month.

STATEMENT OF THE MONTH:

“It is none of Shell’s business. I decide whether I use alcohol or drugs, especially outside of working hours, and I am responsible for the consequences.”

STRICTER ALCOHOL AND DRUGS POLICY

At the end of last year, Shell expanded its alcohol and (prescription) drugs policy, allowing for mandatory testing when an employee is suspected of being under the influence. Since the introduction, Shell has been able to monitor employees more closely to make sure that they are not under the influence of alcohol and/or drugs in the workplace. Someone who is under the influence of drugs and/or alcohol is not allowed to be present in the workplace or carry out any activities for Shell. A violation of this rule is a violation of the Life Saving Rule ‘No alcohol or drugs when working or driving’. The new policy makes it possible to test employees on alcohol or drugs in their blood, if there are well-founded suspicions. Before, that was only possible after signing a treatment contract. However, Shell wants to tackle problems early and preventively, and – if necessary – refer colleagues to professional assistance.

HARRIE GOUTIER, SENIOR FINANCE ANALYST GLOBAL SOLUTIONS DOWNSTREAM, AMSTERDAM

“I don’t agree. Working while under the influence can be a real danger to the employee, his colleagues and the company. That’s why Shell has the right to introduce this rule. It is the employer’s task to help employees when they cannot control their alcohol or drug use.”

ERDEM IDIZ, SENIOR PRINCIPAL GEOCHEMIST, THE HAGUE

“As an American, this type of policy is common practice for me. I support the need to ensure employees are not handicapped by alcohol/drug consumption in the workplace. However, living in Europe, I am not sure as to the cultural subtleties to mandatory and surprise testing. After all, this is the land of coffee shops! So I find myself ineligible to comment on the stricter guidelines and testing policy.”

MARTIN IN HET VELD, REGIONAL OPERATIONS CO-ORDINATOR EUROPE, THE HAGUE

“Employers have a duty towards employees in case of excessive drugs or alcohol use. When there is clear evidence of substance abuse the employer has the right to make employees get professional help. At Shell, many people work in a high-risk environment with no room for mistakes. Not only the employee, but also the colleagues and the company are confronted with the consequences of alcohol and drug abuse.”

BELINDA IKAZOBOH, SENIOR PRODUCTION ENGINEER, RIJSWIJK

“When the Life Saving Rule on drugs and alcohol is not applied outside of working hours, that means setting double standards. And it does not show a strong regard for the purpose of the rule: to keep all staff safe and healthy. The effects of drugs and alcohol taken outside of working hours potentially linger for long periods of time and can affect the individual during working hours. That simple fact makes it Shell’s business!”

WIM GENUIT, GSNL-PTD/TASE, ANALYTICAL PROBLEM SOLVING, AMSTERDAM

“Shell interferes with unsafe behaviour, which is a good thing. The chances of people making mistakes and causing dangerous situations are much larger when they are under the influence. That’s why a ban is in order. But such a ban can only be effective when enforced. Enforcement is not possible without monitoring. And because a blood test is a breach of privacy, each decision to take a test needs to be carefully substantiated. If that is the case, I approve of the policy, which prioritises the safety of an employee and his colleagues over his privacy.”

CATHERINE INWERE, SENIOR GLOBAL FUNCTIONS GRA ADVISOR, THE HAGUE

“When people only get tested if there is a well-founded suspicion, that sounds fair enough to me. It means that testing is linked to an observed behavior. Given that alcohol and drugs stay in the bloodstream for long periods of time means that even use during off-office times can still impair a person’s ability to perform effectively well into normal working hours. So the argument of personal time may not hold up in this case. And there is also the benefit of getting professional assistance, which is particularly useful as sometimes people don’t realise they have a problem.”

KHRYSTYNA GROEN, ASSOCIATE RESEARCHER HODER/CHEM EOR, AMSTERDAM

“I don’t agree. Even if you drink alcohol or use drugs outside your working hours, it can impair the co-ordination, concentration and alertness you need while on the job. It could result in workplace accidents.”

❑ Please feel free to e-mail any reactions to articles published in Shell World NL or this MyCORE section to: shellworld-nl@shell.com

❑ The next MyCORE will be published around April 25. Please send any copy or suggestions for articles to the above e-mail address by Monday, May 28.



Shell World NL MyCORE is a separate section of the countrywide staff magazine Shell World NL, for the staff of Royal Dutch Shell in The Hague, Amsterdam and Rijswijk. ■ Print Run 8,000 ■ Editor Wim Blom 070 377 77 82 - wim.blom@shell.com - shellworld-nl@shell.com ■ Contributors to this issue Acid B., Wim Blom (WB), Alexander Haje (AH), Gilleske Kreijns (GK), Pelle Matla (PM) ■ Translations SI - CX Translations ■ Photographers Thomas Fasting (TF), Rob Keeris (RK), Leven Willemsse (LW), Say Cheese (SC), Thinkstock ■ Printing Roto Smeets Grafiservices, Utrecht ■ Editorial office SI - CX (Shell building C30, Room 1E-20), P.O. Box 444, 2501 CK The Hague

© 2013, Shell Nederland B.V. Articles from MyCORE may only be used or reprinted in part or in whole with the consent of the Editor and provided acknowledgement of the source is made. The film in which Shell World NL is wrapped is biodegradable and certified under EN 13432, the European standard for compostable packagings.