

## *Abstract*

The aim of this thesis is to analyze the needs of employer in the field of addictology-side. Secondary targets include: a) analysis of training needs of employees enrolled in the employer's training program for the design of educational-preventive project intended for these RIA (Railway Infrastructure Agency) employees; b) analysis of UIC recommendations addictological interventions aimed for management of safety risks associated with the use of alcohol and other substance abuse at work; c) analysis of implementation possibilities of the recommendations according to the previous point. An analysis of documents - Czech legislation, recommendations UIC - focused on measures regulating the use of alcohol and other substance abuse at work and addictological interventions proposed by UIC. Knowledge questionnaire for employees participated in employer's training program was prepared. Respondents were not informed in advance about the offer to participate in the research, they weren't informed about the addictology knowledge test.

During at about 60 minutes there were completed 3100 answers from 31 respondents without training with 40 - 70% correct results (in average 53.4 %). There were differences in correct answers in some parts of questionnaire based on information knowledge of respondents. On the basis of the data provided by the employer, respondents, who come into contact with operating staff and control the observance of the ban on the use of alcohol and other addictive substances in the exercise of their profession. The semi-structured interviews were conducted with these respondents.

UIC recommends training of employees in the field of alcohol and other addictive substances use. Appropriate working culture promotes alcohol and other addictive substances free workplaces and facilitates expert advice, treatment and aftercare services, as well as access to these services, which is recommended by UIC (2012). Author recommends the knowledge questionnaire results for practical use in the conclusion. There are proposal for addictological intervention and suggestions for methodological instruction preparation.

**Keywords:** alcohol and other addictive substances, needs analysis, occupational safety and health, educational needs, employer