

## Workplace Drug Testing:

Many employers choose to introduce drug testing in the workplace in order to improve the overall safety of that particular organisation. Screening for drugs and alcohol should be given considerable thought and should generally only be introduced if it is proportionate to the problem being addressed, or where the type of work is so safety critical that testing (random or otherwise) makes it a viable option in order to achieve the critical safety levels required.



Types of employment that would fit critical safety level profiles would be for example:

- Railway and transport workers
- Airline staff
- Public sector workers (particular those who drive)
- HGV/PSV drivers
- Coach drivers
- Any employee who works in areas of critical safety levels such as Chemical process workers.
- Armed Forces/Mod Staff

The list is not exhaustive as the decision to conduct workplace testing for alcohol and drugs will rest on each individual's needs. It is paramount that the correct procedures for introducing testing are followed, and that full consultation is sought at the very beginning of the process. We at Drug Sense UK have extensive experience in the whole process, from initial consultation through to implementation. If workplace testing is conducted it is extremely important for organisation to follow the correct procedures.

## **When and how should I conduct a workplace screening..?**

There are several possibilities you may wish to consider screening as an employer:

- Pre-employment
- Post accident
- Testing for 'cause'
- Part of ongoing investigation
- Random screening (critical safety levels)

Whatever you choose, you should be able to justify your reason for screening and much this can be covered by current Health and Safety Legislation and other factors such as the prevalence of drug or alcohol in your particular organisation. Remember any screening should be documented in your own policies and regularly disseminated to staff.

### **How can we help you:**

From the moment you contact us we will allocate one of our experienced consultants to work with you, identifying your own particular needs and offering cost effective solutions to achieve your goals.

Ignoring drugs and alcohol misuse in the workplace is 'not an option', ignorance is not an excuse. There are serious implications for both employee and employer with regards drug and alcohol misuse in the workplace which can lead to serious breaches in Health and Safety Legislation and in some cases Criminal offences (such as possession/supply and cultivation). Getting this right doesn't have to be difficult..get it wrong and it can be disastrous for all concerned..!!



Don't ignore it, the problem will only escalate..!!

We offer a range of services which can be tailored to your own particular needs. This may be one or more of the following:

- Initial appraisal of systems in place, ensuring they are fit for purpose and adhere to all current legislation.
- Staff training on Drugs and Alcohol. (how to recognise the problem)
- Specific Management training on dealing with Drug/Alcohol related incidents
- Policy development (consultation through to implementation)
- Conducting Screening tests
- Chain of custody and evidence gathering
- Statements or expert witness service at court or disciplinary hearings

Contact us in confidence to discuss your options. We are here to help you achieve a safe and healthy workplace for all.