

The Role of Drug and Alcohol Testing in the Workplace



Working for a healthier tomorrow

HAMPTONKNIGHT
employee health and wellbeing

Screening and Testing

Making sure it is Legally Defensible

What does this mean?

**No matter what testing method
you use ...**

... it comes down to the policy!



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An Alcohol and Drug Policy should not:

**moralise or dictate what employees
do in their own time.**

An Alcohol and Drug Policy should be:

clear and concise, be robust enough
to stand up to scrutiny, but
reasonable in its requirements.

For example ...

Zero Tolerance

v

Zero Level

What is Impairment?



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What is Misuse/Abuse?



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What is Dependency?



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Counselling

If an employee came forward seeking help for a dependency ...

... what would you do?

Discipline



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Discipline

What would you do if someone failed a test?

What would you do if someone refused to be tested?

Education and Awareness



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Education and Awareness

This is key to a successful policy but needs to be on-going.

There needs to be documented evidence of your education and awareness programme.

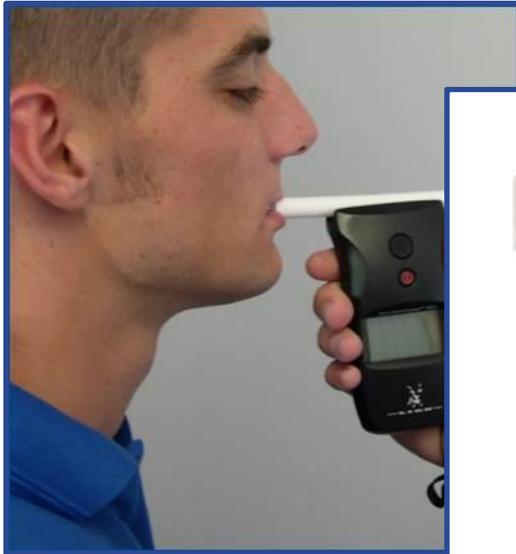
Testing

When?

Who?

How?

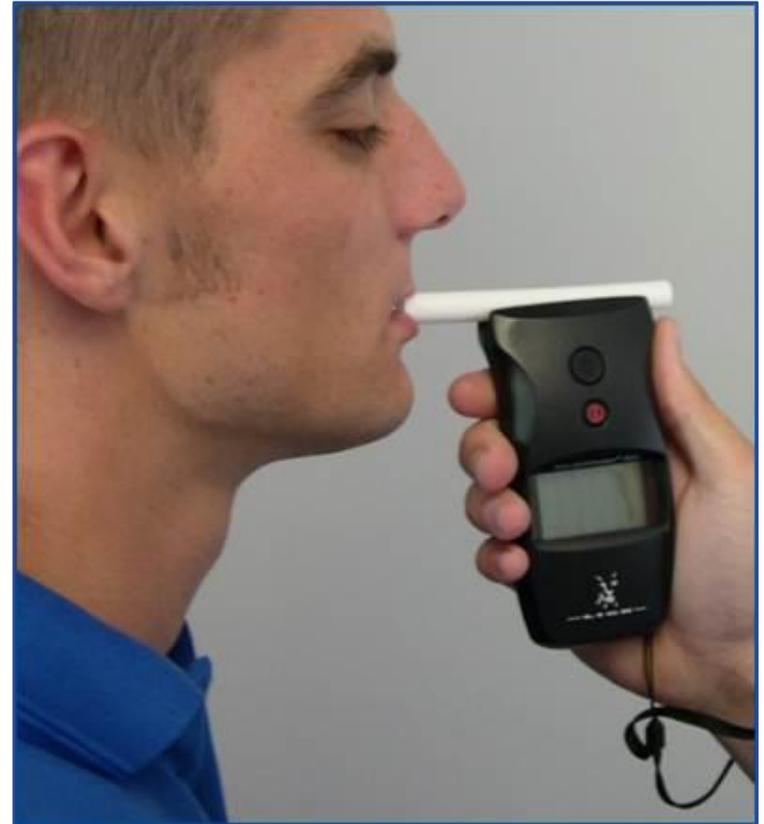
What are the testing options?



Breath Testing

Breath testing is the most popular option.

The instrument must be calibrated every six months to ensure legal defensibility.

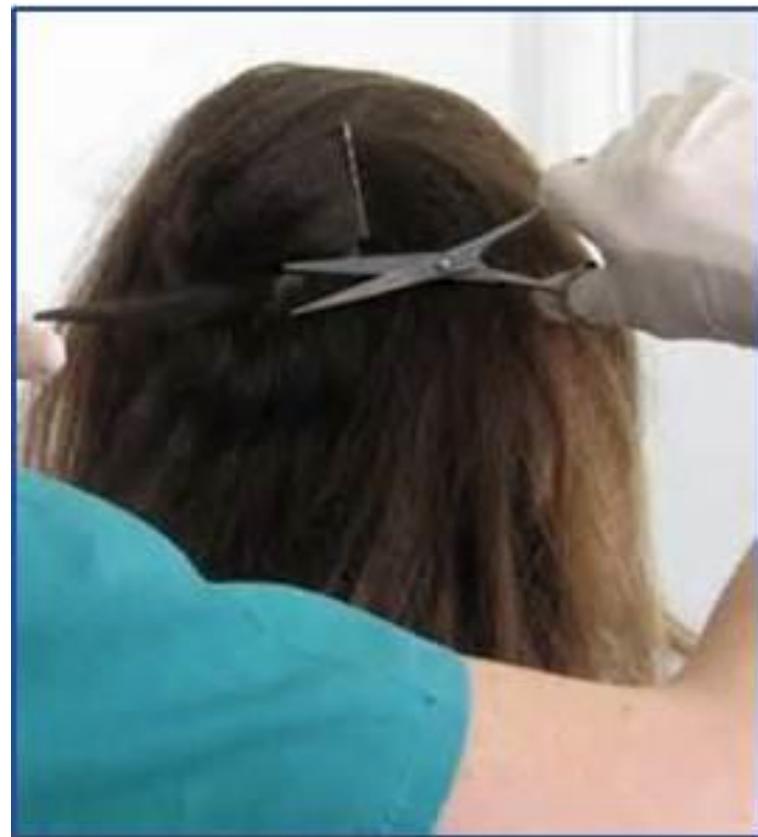


Hair Testing

Gives the longest window of detection.

Can be seen as an invasive method.

More of a lifestyle test.

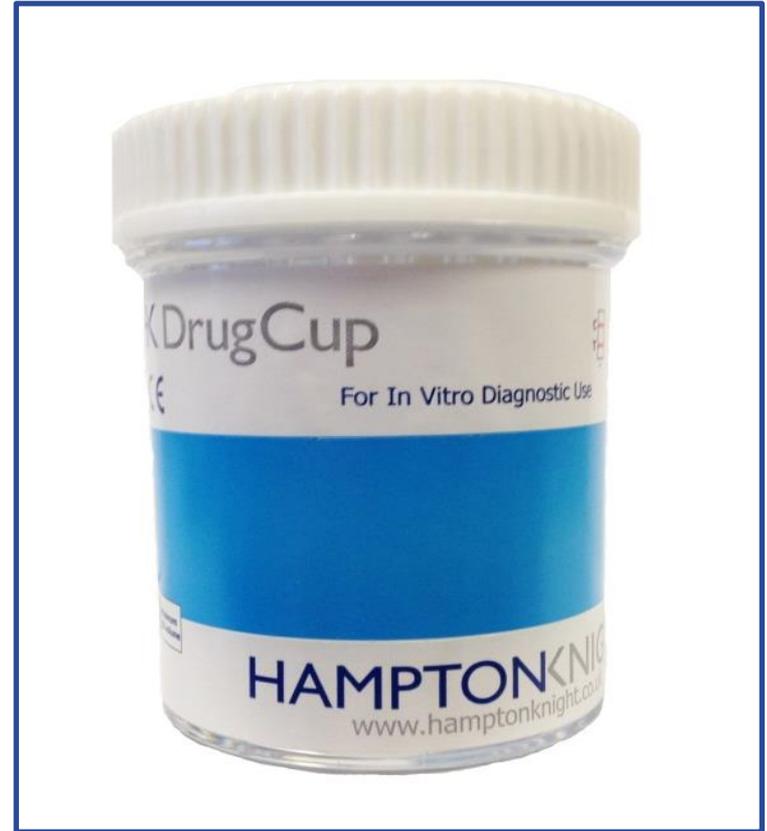


Urine Testing

Urine testing is the most commonly used option.

You can do onsite and confirm with a laboratory.

Or straight to laboratory.



Oral Fluid Testing

Offers an alternative to urine testing.

Has a shorter window of detection.

Not approved in safety critical industries.



Laboratory Analysis

Must be used to confirm where there is a reaction onsite.

A MRO is the final part of the process.



Remember you are doing ...

workplace testing



not Police testing

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Summary

Testing must be carried out using testing kits that are legally defensible.

Supported by a legally defensible policy and testing procedures.

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Thank You

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