Drugs and Alcohol Testing

A presentation by

synergy health

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General Statistics

• 15% reported having been drunk at work.

• One in ten employees reported hangovers at work once a month.

• One in twenty once a week.

Norwich Union Healthcare Study (2008)
Health and Safety at Work Act 1974

Sec 2 - responsibilities on the employer

• Shall be the duty of every employer to ensure, so far as reasonably practicable, the health, safety and welfare at work of all his employees

Sec 7 - responsibilities on the employee

• To take reasonable care for the health and safety of himself and of other persons who may be affected by his acts or omissions at work; and
Reasons for Testing

Pre-Employment Testing

+ Prospective employees tested as part of the pre employment health screening process.
+ Employees tested within the probationary period.

For-Cause

+ Accidents involving injury, members of the public.
+ Incidents, near misses involving MHE,
+ RIDDOR
Reasons for Testing

Reasonable Suspicion

+ Employees, Contractors, Agency & Visitors showing outward signs or behaviour of having drugs or alcohol in their system.

Random

+ A percentage of employees tested by truly random selection over a given period

Follow up

+ Employees who have come forward or been identified has having a dependency or addiction to drugs or alcohol.
Alcohol

Methods of Testing

• Disposable Breath Test tube

• Electronic Breath Test Monitor
Alcohol

Methods of Testing

• Saliva Instant Test

• Urine & Hair
Alcohol

Methods of Testing

BLOOD
Alcohol

Company Levels

- Company limits are generally 80 milligrams alcohol per 100 millilitres of blood (Current UK Legal Limit)

- Split or lower levels - 50-79 milligrams alcohol per 100 millilitres of blood.
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