

Drug and Alcohol Testing In Construction

Mathew Gilliver
Sales Manager

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About Us

- Founded in 1996
- Dr Dan Hegarty
- Originally rail industry
- Moved into all sectors
- Provide 10's of thousands of medicals and drug and alcohol tests each year
- Birmingham Clinic



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Legal Requirements

- No legal requirement to test construction staff except for a few examples, but often seen as best practice
- Rail – PTS/DOA
- Air
- Some Safety Critical roles
- Even though it is not legally required, there are good reasons for doing it as we will see

Reasons To Test

- Increase safety of the working environment
- Decrease absenteeism and presentism-transitory workforce
- Insurance coverage – for cause
- A comprehensive drug and alcohol policy is there to protect both the workers and the company. It's not there to try to “catch people out”.



Reasons To Test

- Pre job offer – commonly done by many companies-sends a message
- Post incident – For Cause – 24 hour 365 day call out. Attendance within 2 hours
- Random – normally done as a percentage of the workforce.
- Promotion testing



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How It Works

- Starts with your policy – is it fit for purpose? Does it need to be looked at?
- Do the contracts allow for testing?
- Do you need the support of unions? Do we need to discuss it with them?
- Choose which service you require, or combination of services
- Proposal produced
- Service provided



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Ways To Test

- Urine
- Hair
- Saliva
- POCT
- Breathalyser for alcohol
- LGC – UKAS accredited



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POCT

- Point Of Care Test (AKA instant kit)
- Can use urine or saliva
- Gives an indication / non negative
- Cannot be used as grounds for disciplinary action
- Ours are fully researched

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Demonstration

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Urine Testing

- Requires toilet facilities
- Most commonly used method of testing
- Goes back a fair distance
- Most experience in this type of testing
- Reliable

Saliva Testing

- Goes back a shorter distance than urine testing-shorter window of detection
- Easier to do, doesn't require toilet facilities onsite
- Useful for those with “shy bladder”
- May be more appropriate for some workers

Hair Testing

- Goes back the furthest
- Quite expensive
- Often used by legal professionals in custody cases. Also used by companies when they employ a new CEO or high ranked member of staff.
- 1cm of hair = 1month

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POCT Results!

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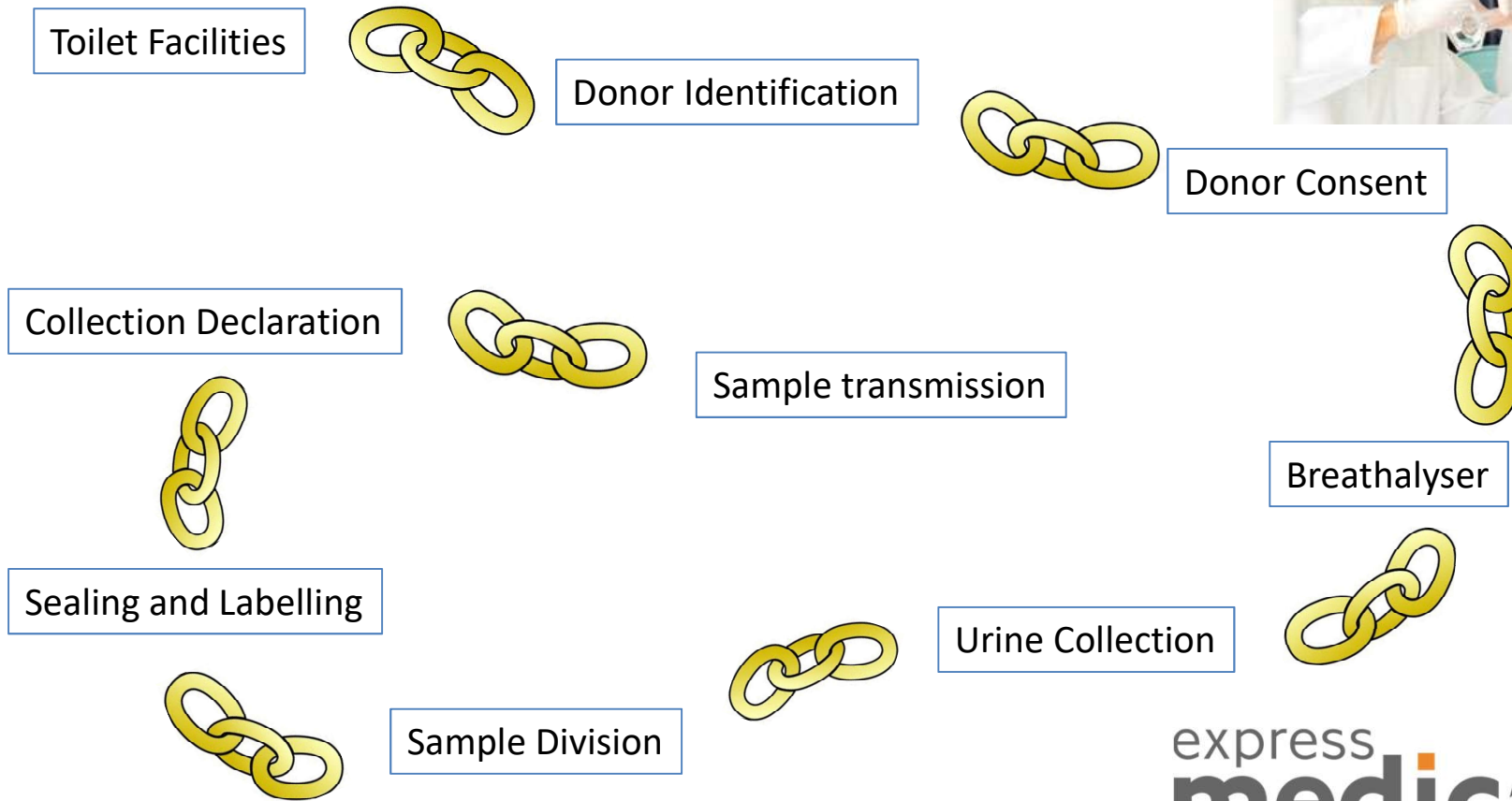
How It Works

- Demonstration – Urine
- Don't Worry!

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Urine Chain of Custody Procedure



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Challenges in Construction

- Transitory workforce—CBH? BC and E?
- Lack of toilet facilities
- ID
- Onsite contact
- Union concerns
- Fear of finding out

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Challenges in Construction

- Disputed results
- Training of staff—are they aware of any potential signs?

Summary

DOA testing is a vital way to protect your company, its reputation and the health and wellbeing of your staff

Everyone has the right to work in a safe environment.

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Questions?

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