

APSE: 'Keeping up to date with health and safety'



Drug and alcohol policies – theory and practice

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APSE: 'Keeping up to date with health and safety'




Drug and alcohol policies – theory and practice

- The effects of drugs and alcohol at work
- What is in a drugs and alcohol policy
- Implementing the policy

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'IDENTIFIABLE RISK'
What sort of workplace risk is created by the misuse of drugs and alcohol?

'DUE DILIGENCE'
How can companies show that they are minimising the risks created by drugs and alcohol?

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Session 3: Lindsay Hadfield

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Hunt on for the stoned civil servant
NO MEMBERS of the security forces are high on their feet. But a hunt is on for a recently unroofed civil servant who is alleged to have been found in an office in the City of London on the night of a major security go if they want to conduct.

Attendant stole rare coins to buy drugs
The result is a recently unroofed man, and informed her superior. Civil servants are forbidden to take drugs on government property and


Sold drugs at work
A BUTCHER was yesterday jailed for six months after admitting he supplied colleagues with amphetamine.

Nurse 'smoked heroin in lavatory while on duty'

Car worker blames plant stress for drugs

Duty of care to drunken sailor

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MONDAY SPORTS **Herald Tribune** INTERNATIONAL **Tribune**
LONDON, MONDAY, SEPTEMBER 7, 1971

Drinking and His Fatal Night Run in New York

Before taking a train out ... the dispatcher is required to observe the operator to ensure that he or she is fit for duty. The dispatcher on duty that night took no action.


Several of Mr Ray's fellow motormen said it was common knowledge that he drank on the job.

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By the time ... in July 1998, David, ... cocaine and ... The mistakes for defrauding the firm of thousands of pounds (but cleared – the money only looked as if it had gone missing because of David's administrative chaos)


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"When I worked in telesales me and this lad used to go out for spliffs during our breaks. I'd come back in and just laugh at people and hang up."
anonymous MIXMAG survey 2003




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Consequences for the workplace:

- behaviour
- performance
- health
- colleagues




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Impact on the organisation?


- People
- Property
- Productivity
- Prosecution
- Public image

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Drug Use 


Security guard held on drugs charges
Hospital surgeon 'popped out to feed drug addiction'
Lord arrested with cannabis chocolates
Coach firm boss jailed for drugs trip
Pensioners selling sleeping tablets to drug addicts
Software MD hauled up on drugs charge
Jail for GP's drug fraud receptionist
Heroin peddled through McDonalds
Drug Dealing at the Palace
Public School Cannabis Ring Smashed
Dinner lady served drug to girl, 12

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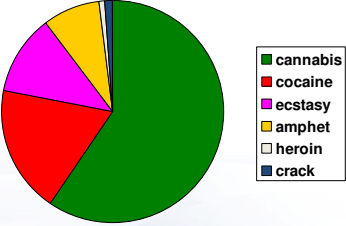
Drug use 

5.3%
of the working age population use illegal drugs regularly
British Crime Survey 2007/8

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Drug use 


British Crime Survey 2007/8




Drug	Color
cannabis	green
cocaine	red
ecstasy	purple
amphet	yellow
heroin	grey
crack	blue

Cocaine use increased by 5% over the previous year.


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ALCOHOL 



- Alcohol is 65% more affordable now than in 1980.
- 73% of men and 58% of women have at least one drink a week
- 27% men & 14% women drink more than recommended limits
- 1 in 6 A&E treatments are alcohol related
- The cost to the NHS is about £1.7 billion per year
- Source: NHS Information Centre National Statistics


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Workplace policies 



Misuse of Health & Safety at Work Regulations 1992
Employment Rights Act 1996
Disabilities Discrimination Act 1995
Human Rights Act 1998
Data Protection Act - medical testing

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Workplace policies 

By the... in July 1998, David, who... cocaine and... The mistakes... frauding the... money only... vid's... le when he... heantime he'd... come off the... tive career... ts he always... heavy workload he... his firm,

David admits he always had a taste for drugs and alcohol. But the heavy workload he was given, and the **drug-friendly culture in his firm**, encouraged his slide into addiction.

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Workplace Policies 



NAÏVE
IRRESPONSIBLE
OVER-CONFIDENT
DEPENDENT

Your policy has to deal with all of these


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Workplace Policies 

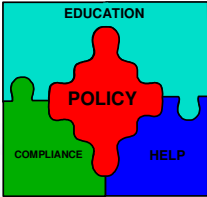
Policy Objectives:

- deter the inappropriate use of drugs and alcohol
- provide positive intervention for problem users
- ensure compliance with legislation


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Workplace policies 

Typical policy structure




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Workplace policies – Education 

Education


- Support for managers
- Information for all employees
- Life style choices

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Support for managers 

- Drugs/alcohol are 'personal' and 'sensitive' issues
- Policy states clear rules
- Provides structured approach to issues that may otherwise be avoided

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Drug and Alcohol Awareness 


- sensible use of alcohol
- side effects of medicines
- harmful effects of illegal drugs



- can be linked successfully to health and safety messages

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Lifestyle choices 




"But you can't expect me to stick to my New Year's resolution to give up alcohol. I was drunk when I made it."

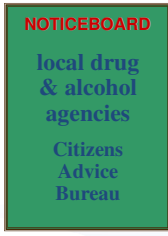
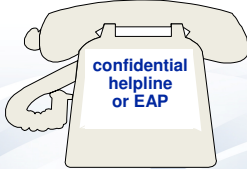
Your policy can help

But you can't expect me to stick to my New Year's resolution to give up alcohol. I was drunk when I made it. COURTESY OF POLICE


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Help and support 

Preventing an employee with problems becoming a problem employee




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Help and support 

Employee Assistance Programmes

- reduce the risk of stress-related drug and alcohol consumption
- support your employees' work-life balance
- help them manage the pressures of life




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Workplace policies 

Compliance

- One third of day is spent at work
- Work performance can be measured and monitored
- Problems can be picked up early
- Does testing contribute to compliance?

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Workplace Testing – an assessment 

Fitting testing into a policy:

- Deter or detect?
- Proportionate response?
- Pitfalls?
- Benefits?

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Occasions for Testing 

Pre-employment / pre-access
sets standards; valid for day of test; no contract issues unless person starts work before result is known; 'intelligence test'

Post accident / incident
investigative action, but decision makers need support

Behavioural indicators
can help detect developing problem; support needed

Unannounced, Random Selection
DETERRENT EFFECT if
unannounced
unpredictable
random selection is truly impartial
visible.

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Proportionate Response? 

What are the consequences of doing nothing?

- Human Rights Act / Data Protection Act
- Corporate responsibilities to stakeholders
- Safety critical?.....
 - Automation?
 - Decision makers?
- Business critical?
 - "fat finger" or "bamboozled brain"?
- Positive value of a negative result




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Preventing pitfalls 


- Policy development
 - Consultation + Feedback
- Policy wording
 - Are the rules and penalties clear?
 - Are there any legal loopholes?
eg: impairment
- Robust and reliable testing
 - no anxiety about false positives
 - confidence that the testing programme cannot be discredited

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and more prevention..... 


- Selection for testing
 - fair, impartial, consistent
- Line Management
 - confidence building
- Ethical considerations
 - Informed Consent
 - Right to challenge results
(need for two samples)
 - Confidentiality

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Benefits of including testing 

- Makes people notice the policy
- Deterrent - helps workplace and individual
- Encourages company to invest in education and supervisory support
- Identifies individuals who need help
- Provides statistics.

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Testing completes the policy.
It is not the starting point.

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