

Drug and alcohol (D&A) testing – VRM benchmarking user group survey responses

Wondered if we could get a feel from the benchmarking group as to their policy on D&A testing, do they have a policy around ‘random’ and ‘for cause’ testing of colleagues and if so what do they set their tolerance level at? The UK level is 35ug (0.08 blood alcohol content), whereas Ireland and many EU countries are 22ug (0.05), Scotland are also looking at aligning with this.

So, three questions:

1 Does your policy on drug and alcohol include: Random tests (Y/N), For cause tests (Y/N)

2 If yes: what tolerance level is set for alcohol in the breath/blood? For example with alcohol is it set at 0 or the legal limit, or something else.

3 Any other thoughts, issues, experiences regarding drug and alcohol testing.

Random	For cause	Tolerance	Other
n	n		Think we should do drink & drugs testing for the “professional fleet drivers” and occasional testing on other users primarily commercial
n	n		Policy tends to be country specific. Keen to learn from other peoples policies / experiences.
n	y		Occasional for cause testing, but decisions around alcohol and drugs are at the discretion of managers.
y	y	Legal limit	Clarity around what to do with colleagues during the interim stage when we are awaiting test results.
y	y	Drugs – 0 Alcohol legal limit	Drugs are zero and I think alcohol is the legal limit.
n	n		We use a bus/coach company who have this policy and they advise of 2 positive records (some years ago) which were dealt with at time in line with their HR policy.
n	n		A drug and alcohol testing programme is under consideration which will include random and for cause testing.
y	y	Legal limit	We have a random drug and alcohol tests. In the event of a “dangerous incident” all staff involved are tested. Alcohol limit is the same as UK driving limit.
n	y	Legal limit	Our D&A policy is for cause only and uses the legal limits only.
n	n (soon)	Legal limit	Alcohol Policy not yet in place - under consultation with social partners. For cause testing proposed – Where there’s a “genuine reason to believe” or following incident or accident. Road traffic legislation will apply – currently 35mcg/100 with repeat test after 20 minutes. No drug policy proposal at this time.
n	n		I know that this would be met with pushback by my UK governance group
y	y	As per UK drink drive limit shown above	We don’t do enough of it! Currently on random testing we pick a list of driver/warehouse colleagues – I would like to change it to a time period at a site where literally everyone through the door, including management and admin staff and contractors, are tested. Also, on the for-cause, because it is always done by a contractor there’s a cost challenge to only test people if we really have reason to believe there’s an issue – I would like in the future to have testing kits on the sites so we can do it as standard after every incident as part of the investigation

One participant has offered to share their drug and alcohol policy and we also have a comprehensive presentation from a recent conference. Please let me know if you would like copies.

will.murray@virtualriskmanager.net, 16 June 2014