



# **Managing Drugs and Alcohol in the Workplace Webinar**

**Wednesday 29<sup>th</sup> March 2023**



**Rebecca Crosland**  
**SHEP Chair**  
**(Head of Health & Safety at BESA)**

# So what is / who is, SHEP?

For too long, the HSE has been regarded  
as a form of police force; an  
enforcement agency actively seeking  
out those failing to meet the latest set  
of H&S regulations



# So what is / who is, SHEP?

In reality, the last thing that the HSE wishes to do is prosecute organisations and individuals with whom they could have engaged with long before the situation reached litigation.



*The HSE is about protecting lives and improving our working environment. Indeed, this mission is manifest in their strategy document **“Helping GB Work-well.”***

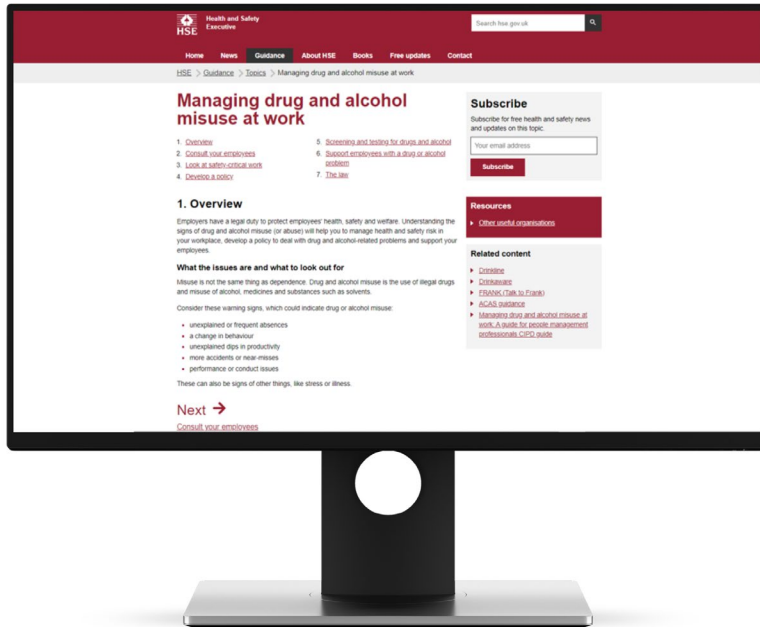
# So what is / who is, SHEP?

HSE cannot achieve this objective alone. It requires the co-operation and support of the whole of British industry. It requires an on-going dialogue between the two parties; a partnership; hence the creation of the Safety & Health in Engineering Partnership or “SHEP”





# What does the HSE say?



*‘Employers have a legal duty to protect employees’ health, safety and welfare. Understanding the signs of drug and alcohol misuse (or abuse) will help you to manage health and safety risk in your workplace, develop a policy to deal with drug and alcohol-related problems and support your employees.’*

<https://www.hse.gov.uk/alcoholdrugs/>

# Purpose of today's webinar?

Drug and alcohol dependency in the workplace can manifest itself in different ways and is a sensitive area. The misuse of drugs or alcohol can damage people's health and well-being and have far-reaching effects on their personal and working lives. This webinar will cover:

- Why to test
- An example Drugs and Alcohol Policy
- When to test
- Drug and Alcohol Testing – the process

# AGENDA

**Gary McCutcheon**  
Commercial Manager  
**Eurofins Workplace Drug Testing**

**Q&A Session**

**Questions to be placed in the Question box please!**



# Who are Eurofins

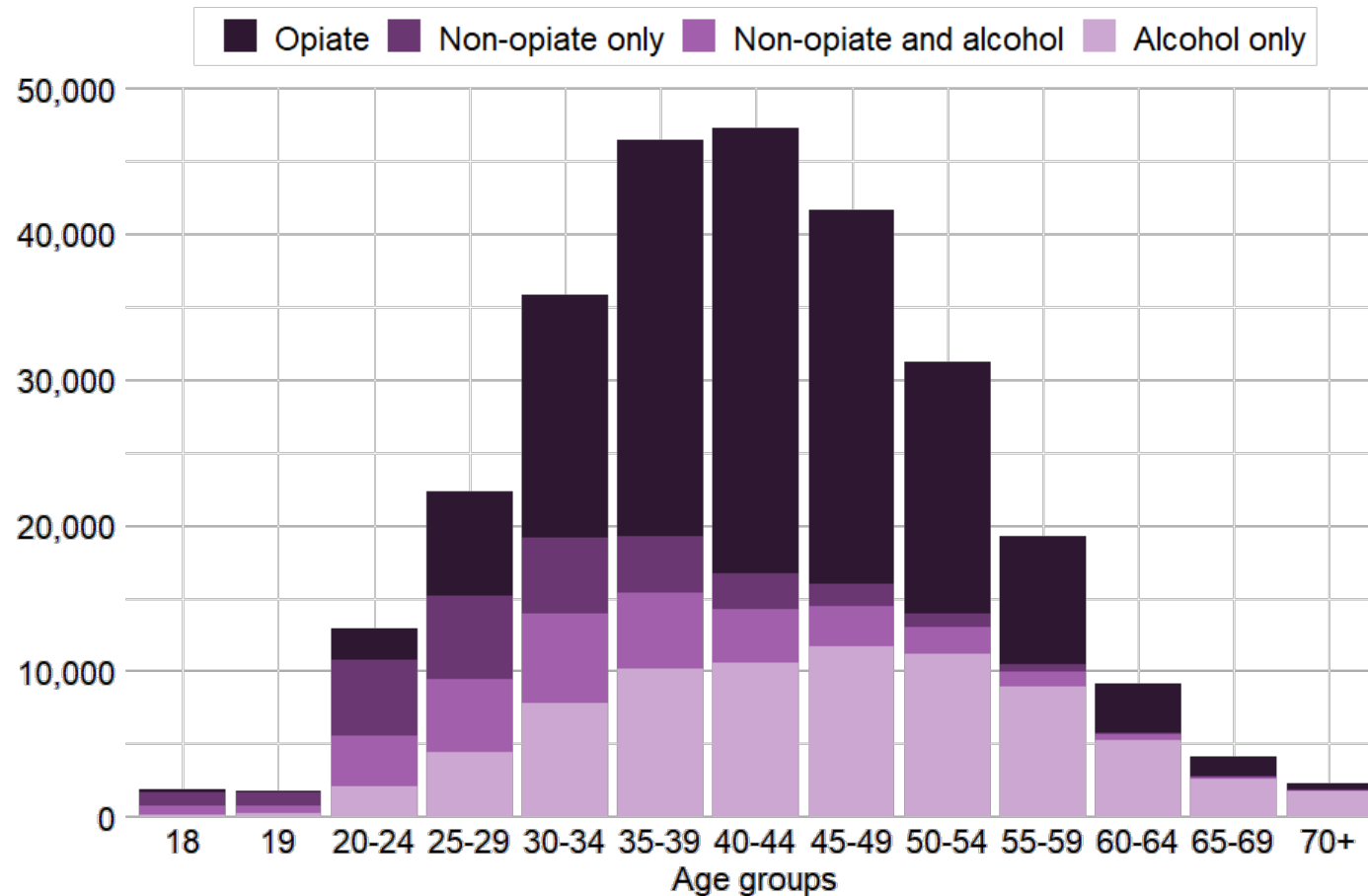
## **Eurofins forensic services provide a legally defensible drug testing service across a range of matrices**

The workplace drug testing department is part of the wider forensics branch of Eurofins.

Our laboratories are the most advanced analytical facilities in Europe, enabling the company to offer a complete and comprehensive range of independent and innovative forensic testing solutions to police forces, legal and criminal justice organisations globally.

As the leading independent forensic provider in the UK, it is our business to remain in touch with all legislation, industry standards, and best practice guidelines and have links with other forensic labs around the world so we can identify emerging trends.

# Why Test?



**Figure 4: age of people in treatment**

Source: [Gov.uk](https://www.gov.uk/government/statistics/adult-substance-misuse-treatment-statistics-2020-2021) - Adult substance misuse treatment statistics 2020-2021

The age of people in treatment has continued the trend from previous years showing an increase in older age groups.

More than half of the people in treatment (56%) were over 40 years old (compared to 55% in 2019 to 2020 and 51% in 2016 to 2017).

Less than 10% of people in treatment for opiates or alcohol only were under 30 (7% for opiates and 9% for alcohol only).

# Policy

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- Drug and Alcohol Testing Policy is the bedrock of any testing process
- Before introduction of any policy take legal/HR advice to ensure applicable to your workplace
- Inform staff at least 6 weeks before implementation to allow any employees with drug or alcohol problems to seek advice or help
- Drug and Alcohol testing policy template available
- Additional advice available from Eurofins



# When to Test

- **Pre-employment** – before commencement of employment
- **Pre-appointment** – before promotion or change in job role
- **Unannounced Random Testing** – a selected number of employees at random times
- **Post Incident** – after an accident or incident – good to categorize level of incident (RIDDOR)
- **For Cause** – acting differently or smell of alcohol
- **Abstinence monitoring** – return to work following a positive test or self declaration

# **Drug and Alcohol Testing – The Process**

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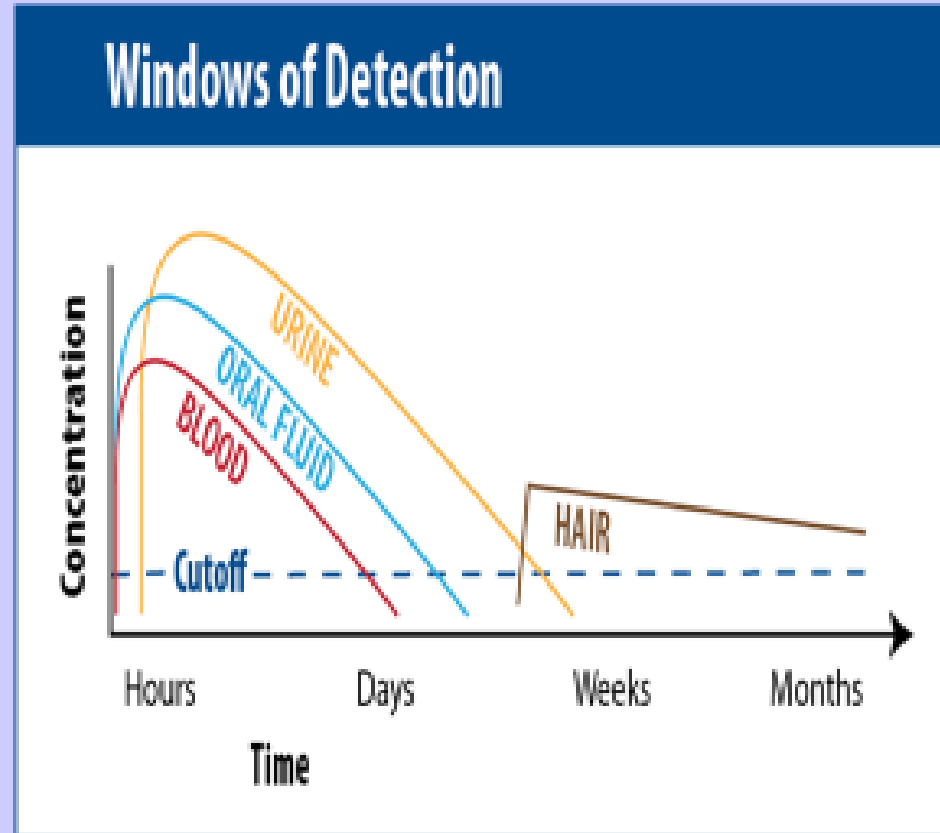
- Urine
- Oral Fluid
- Hair
- Breath Alcohol
- Breath Drugs

## Considerations:

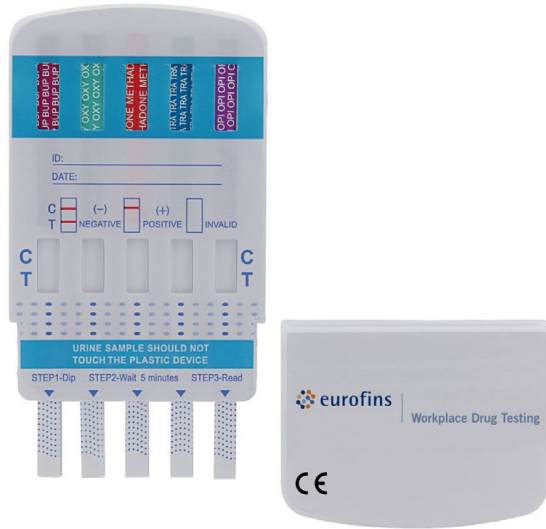
- What facilities or locations do you have to test
- Windows of detection

## Detection windows...

After taking a drug, it enters a person's bloodstream. Next, the drug transfers from the liver to the bladder. As a result, what remains of the drug is excreted out of the body through urine.



Drug	Detection time after use
Alcohol	7-12 hours
Short-acting barbiturates	24 hours
Amphetamines	48 hours
Heroin	48 hours
Morphine	48-72 hours
Cocaine metabolites	2-4 days
Methadone	3 days
Short-acting benzodiazepines	3 days
Long-acting benzodiazepines	30 days



Can be used for - Random, Pre-employment, for cause and abstinence testing

It has the widest range of testing options

Toilet facilities needed that can be secured

Window of detection – 4 hours to 96 hours





Can be used for Random, for cause and abstinence testing

Directly observed collection

Window of detection – 24 to 48 hours



Can be used for - Random, Pre-employment and abstinence testing

All samples collected are sent to Eurofins to be tested – no results on site

Pre-set panel of drugs are tested for

Next day lab results

Wider range of drugs can be tested for



Can be used for Pre-employment Testing

Observed collection

Longer window of detection – dependent on length of hair - 1cm=1month

When ingested, drugs and alcohol produce specific chemical markers in the body called metabolites. These markers pass into hair, which subsequently acts as a record of an individual's drug or alcohol use.



**Any Questions?**

All samples that are non-negative should be sent for confirmation

Gives a positive or negative result which is legally defensible

More specific than screening as looks at certain drug at specified cut off

Accepted as the gold standard





UK drink drive limit 35mg/ml (0.8)

Home Office Approved

Different drink drive limits in Europe

Breath sample given and reading produced

Drugs - Breath Explorer



Chain of custody – evidential continuity of the sample and collection

All samples sent for confirmation will have a B sample. The B sample, should it be needed, will be analysed when required by an independent laboratory – Eurofins has never been successfully challenged.

MRO Service– independent medical review



# Any Questions?

**Gary McCutcheon**

[GaryMcCutcheon@eurofins.co.uk](mailto:GaryMcCutcheon@eurofins.co.uk)

**Thank you!**



## **WEBINAR CLOSE**

**Lydia Barber – Filtermist Limited** (*Lydia.Barber@filtermist.com*)

**David Frise [CEO] and Charlie Pierpoint – the BESA**