

Questions	Answers
When should an employee tell an employer if they have an issue with drugs or alcohol?	Answered during the webinar
How do you decide if you need a policy in the first place?	Answered during the webinar
What does a positive drug result indicate? 1- A substance has been used at some point. 2- It affects judgement at the time.	A positive drug test will show that a substance has been taken at some point
What's the significance of alcohol to human body?	Do you mean the effects of alcohol on the body in general or signs of
How can I motivate team members to drink less after work or outside work to improve their work performance?	Not really a question I can answer
How many businesses do compulsory drug/alcohol testing and what percent of potential new hires would be put off?	85% of businesses do testing. Would you want to hire someone that has an issue with being tested, if you don't use drugs then surely this would not
Can legal action be taken against a company when ones appointment is terminated due to drugs and alcohol?	No, not if you have a robust policy that has been checked by your legal team and all procedures have been followed
If we were ever challenged, what stands up to scrutiny?	UKAS accredited lab, chain of custody procedure and the availability of a B
We have a diverse workforce, some work on site, some in the manufacturing plant and some in the offices. Do the same rules apply?	That is your choice at policy level - some companies prioritise safety critical others test the whole company the same
Hi. If a D&A Policy isn't included in or form part of a standard employment contract, can it be added after without employee consent, or are there HR issues that would prevent that?	Answered during the webinar
If someone tests positive for metabolites of a drug it shows they have used it - does that mean they are still 'under the influence' of it	You cannot determine if someone is under the influence of drugs just that it is present in the system
Would it be prudent to have as part of company's employee policy, that if employees were attending a work's event/celebration where alcohol is being consumed, that were/if possible that the next day employee works from home to reduce risk of driving to work under the influence or not being fit to work.	Answered during the webinar

How does the policy work, where you may have employees working permantly from home, or working from home and carrying out works site visits or visits to clients.	If your policy states they will be tested then you can test them
As we are ensuring more mental health awareness in the workplace, should D&A testing be done in the administration/office environment, especially if there are behaviours of some that are impacting others due to D&A abuse.	Answered during the webinar
Who then manages the managers? If an employee approaches HR that they think their boss is under the influence.	if the policy applies to all employees then HR can take a decision to tests managers - as with any policy in a workplace
Can employees refuse a test and what can you do if this happens?	Answered during the webinar
If we were to challenge an employee, what stands up to scrutiny? Sorry, if we were challenged, what stands up to scrutiny?	Answered during the webinar
How would you manage a fleet that work from home and cover a patch in any location from Lands End to John O'groats in safety critical roles?	Answered during the webinar
How about Finger Print testing? can you tell us about this at all as I don't think that was mentioned as a method of how to test?	Answered during the webinar
What are EWDTS guidelines and are they important to follow? Do all instant urine kits meet the guidelines?	You can look at these on the EWDTS website. The guidelines are not specific to kits etc.
Can I test an employee is suspect he can be on something if this is not normal thing to do within the company, however is included into policy?	Answered during the webinar
How long would the amnesty period be for the main types of drugs / alcohol taken? i.e. how long would it be before the drug is out of their system	Answered during the webinar

Hello Rebecca, I am currently on your website but I cannot find the policy template.	Please visit the Useful Information section on the SHEP website to download the example policy template
What is the shelf life on urine and oral fluid drug tests?	Answered during the webinar