

# Workplace Drug and Alcohol Screening

Presented by Craig McMillan

#BetterStarts  
WithYou



## About SureScreen



**60 employees**  
In the UK

Supported NHS Track &  
Trace during **covid**  
**pandemic**

Our distributors  
cover more than  
**50 countries**

In 2023, SureScreen celebrated its achievement of being a **double awardee of the King's Award** for Enterprise, in the categories of Innovation and International Trade.

**SureScreen** believe that early, accurate diagnosis can significantly reduce the time to intervention, leading to better outcomes.





# Who are we



**SureScreen** was born out of a desire to deliver industry-leading, innovative health diagnostic and drug screening products.



**We are an award-winning business** that is known for high-quality diagnostic products that meet and exceed our customer's expectations at a fair price.



**Since our foundation in 1996,** have been providing proactive, bespoke diagnostic solutions to organisations and healthcare providers.





40%  
of all accidents in the workplace are related to substance  
use\*



UK Addiction Treatment Centres

\*Reported by UK Addiction Treatment Centres, 2018

# Managing drug and alcohol misuse at work

CIPD Report, August 2020



**51%**

## HR procedure on drugs and alcohol

Around half (51%) of employers have a disciplinary procedure for alcohol and/or drug related incidents/issues.

**35%**

## Disciplinary action

Just over a third (35%) of employers have disciplined someone in the past two years for alcohol misuse and just over a quarter (26%) for drug misuse.

**48%**

## Testing for drugs and/or alcohol

Of those who employ people in safety-critical roles, almost half (48%) said they didn't test employees for drugs or alcohol.

# What the law says



In sectors with high safety concerns, there may be a need to guarantee employees are not intoxicated in order to avoid risks to themselves, fellow workers and other people, and this is often achieved through drug and alcohol testing.

## Misuse of Drugs Act 1971

If an employer knowingly permits the production or supply of any controlled drugs, the smoking of cannabis or certain other activities to take place on their premises, they could be committing an offence. This may mean the employer is justified in testing.

## Health and Safety at Work etc Act 1974

This obliges employers to ensure a safe place of work and safe systems of work for their staff and other people who might be affected. When dealing with substance misuse, this could include having clear rules and policies while at work or work events.



## Common law duty of care

Employees have an individual legal responsibility in relation to their colleagues and their own health and safety and could be sued for negligence along with the employer if they fail to carry out their work with reasonable care due to the influence of drink or drugs and cause damage or injury as a result.

## Employment Rights Act 1996

Dismissal of an employee for refusing to obey such an instruction may be a fair dismissal for misconduct. If an employee has agreed in their contract to undertake drug and alcohol testing, and subsequently refuses to do so, courts have ruled that, in certain circumstances, that can be grounds for dismissal.



# Impact on the workplace



## Independent report Drug and alcohol addiction, and obesity: effects on employment outcomes

Dame Black (2016, p47) concludes that:

*Employers are clear that alcohol and drugs problems cost them money. In one survey, four out of ten employers saw alcohol as a **significant driver of lost productivity through absenteeism**, and a third of respondents reported similar concerns for drugs.*

*This is supported by evidence provided by Drinkaware of the increased absence and reduced reliability of high-risk drinkers.*



### Increased absence & reduced performance

17 million working days a year are lost in England due to alcohol-related sickness. More than a third of adults admitting to having used illegal drugs (Health and Safety at work, 2007)

### Safety risks to the individual and others

Problematic situations can arise from a wide range of substances that can alter people's physiology, mood, behaviour and thinking. It's also important to note that many workplace incidents relating to drug and alcohol misuse don't involve addiction or dependence and will be one-off incidents.

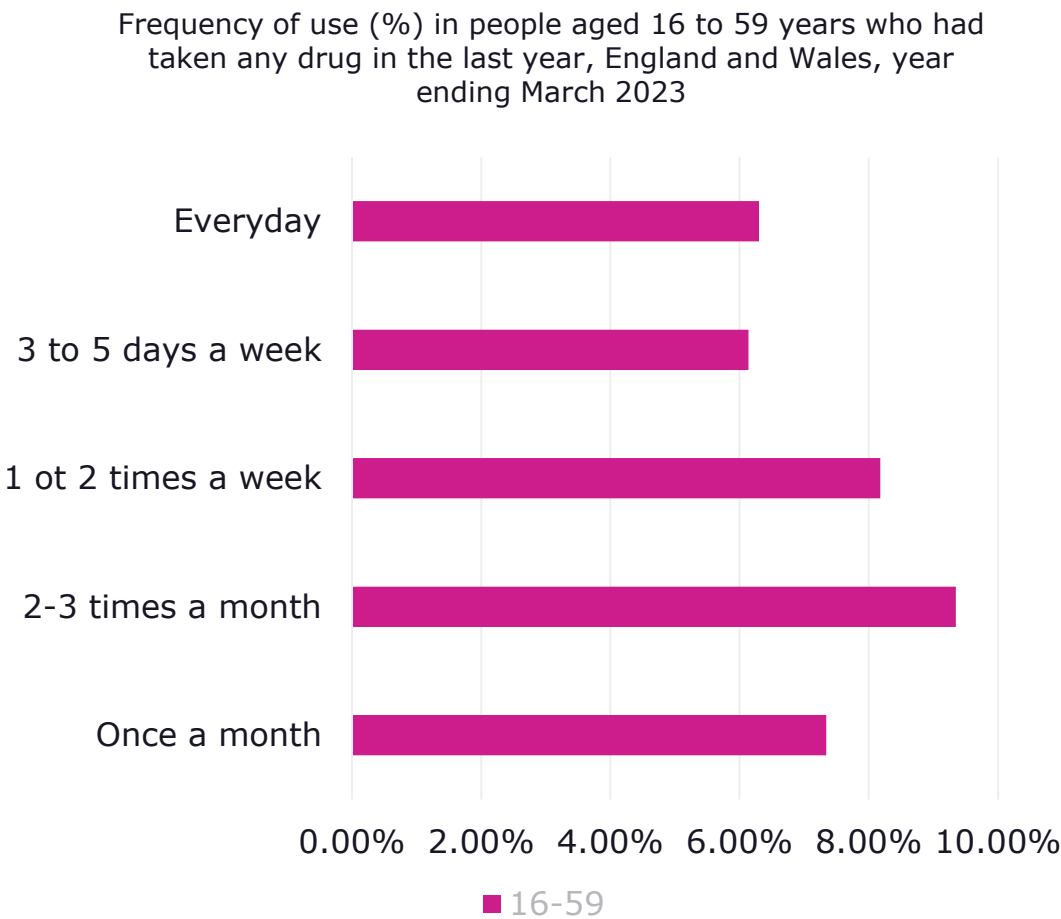
### Adverse impact on company reputation

Drug and alcohol misuse in the workplace can lead to significant reputational damage, affecting the company's relationships with stakeholders and its overall standing in the business community.

# Home office drug misuse report



Drug misuse in England and Wales: year ending March 2023



An estimated % of people reported using a drug in the last 12 months	
Age range	16-59
Percentage of demographic	9.5%
No. people	3,100,000

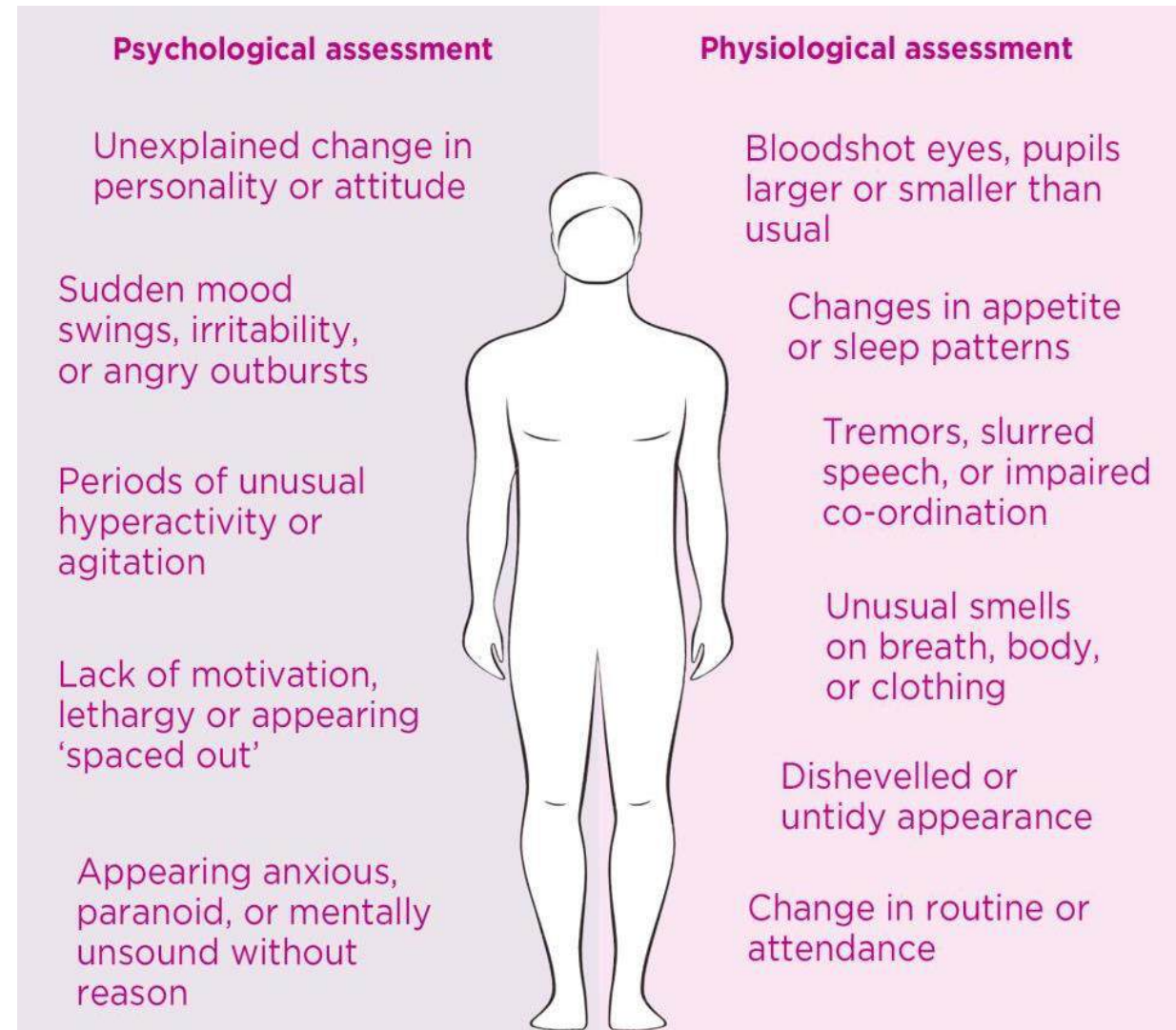




## Identifying if someone is under the influence of drugs or alcohol

Identifying whether someone is using drugs is not always straightforward, and it's important to approach the situation with sensitivity and respect for privacy. However, there are certain signs that may indicate drug use.

Keep in mind that these signs can also be caused by various other factors, so it's essential not to jump to conclusions.



# Industry's Alcohol Cut-Off Points



**0.09 $\mu$ g/100ml**

Professional Transport  
(Pilots, Drivers etc)

**0.13 $\mu$ g/100ml**

UK Rail Sector

**0.18 $\mu$ g/100ml**

Maritime/Oil Industry

**0.22 $\mu$ g/100ml**

EU Countries Roadside (inc.  
**Scotland** & Ireland)

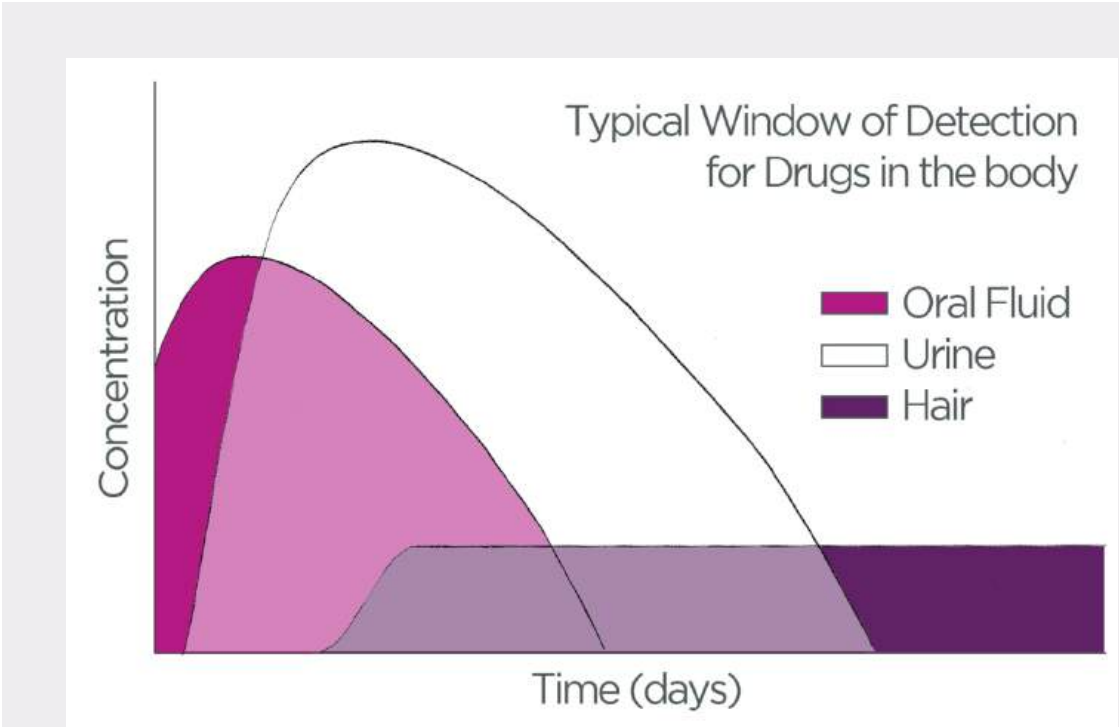
A company's policy on alcohol tolerance will vary depending on the industry. Measured in micrograms of alcohol per 100 millilitres of breath, a few examples of an industry's cut-off point are listed.



# Typical window of detection for drugs in the body

Different types of drugs have varying detection windows. Many factors can impact the period of detection time, such as usage frequency, individual metabolism, health status and more. The information provided is a guideline and does not indicate that a drug will be detected for this long in all cases.

	Drugs	Alcohol
Oral	1 – 72 hours	Up to 24 hours
Urine	4 hours to 12 days but up to 6 weeks in some cases	Up to 24 hours
Hair	Once captured in the hair cortex it is there indefinitely	



# Navigating Workplace Drug Testing



## Understanding Different Scenarios

Each testing scenarios serves a specific purpose, such as promoting workplace safety, preventing drug or alcohol related incidents, and maintaining a productive work environment.

The specific types of testing you want to implement may vary depending on factors such as industry regulations and company policies.

### Pre-Employment Testing

- This type of testing is conducted as a condition of employment and is typically done after a job offer has been made but before the candidate starts working.

### Random Testing

- Random drug or alcohol testing involves selecting employees for testing at random intervals, without prior notice.

### For-Cause Testing

- If an employer has reasonable suspicion that an employee is under the influence of drugs or alcohol while on the job.

### Periodic/Regular Testing

- Some employers conduct testing periodically for all employees as part of their ongoing efforts to maintain a drug or alcohol free workplace.





# How to implement drug screening in the workplace



A guide to help you establish a drug screening program



01

## Legal Compliance

**Know the laws:** Familiarise yourself with the laws regarding workplace drug testing. Different industries may have varying regulations.

02

## Policy Development

**Create a comprehensive drug-free workplace policy:** Clearly outline the purpose, procedures and consequences.

03

## Types of Drug Tests

**Select appropriate drug tests:** Choose between urine, saliva, blood, or hair tests based on your company's needs

04

## Frequency of Testing

**Determine the testing frequency:** Decide whether drug testing will be conducted pre-employment, randomly, etc.

05

## Third-Party Testing

**Consider outsourcing testing:** Engage a reputable third-party testing agency to conduct drug screenings.

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A guide to help you establish a drug screening program



06

## Consent and Notification

**Obtain informed consent:** Ensure that employees sign a consent form acknowledging they understand the drug testing policy and agreement.

07

## Testing Process

**Establish a testing protocol:** Define the procedures for collecting and handling samples to maintain accuracy and integrity.

08

## Consequences and Support

**Define consequences for positive results:** Outline the consequences for a positive drug test, which may include disciplinary actions or termination.

09

## Documentation

**Keep detailed records:** Document the entire drug testing process. This documentation is essential for legal and auditing purposes.

10

## Review and Update

**Regularly review and update the policy:** Periodically review and update your drug-free workplace policy.

# Products from SureScreen



## Oral screening products

SureScreen provide oral fluid drug screening products that detect the presence of drugs through saliva samples.



## Urine screening products

SureScreen provide urine drug screening products that analyse urine samples to detect the presence of drugs or their metabolites.



## Breath screening products

SureScreen provide breath alcohol screening products that measure the level of alcohol in a person's breath to determine intoxication levels.

SureScreen Diagnostics can provide a range of drug and alcohol screening products to help protect your business, employees and customers.

# Groundbreaking innovation in oral fluid drug screening



SureScreen Diagnostics, a leading provider of innovative diagnostic solutions, proudly introduces SureSwab Rapid.



## SureSwab Rapid

SureSwab Rapid prioritises the comfort and experience of donors by minimising invasiveness and optimising collection time. This user-friendly product streamlines the testing process.

- ✓ Reduces overall collection time
- ✓ Slimline design for easy transportation or storage
- ✓ Ideal for various testing environments
- ✓ Smaller sponge for easier saturation
- ✓ Potentially supporting cost savings



<https://youtu.be/4Wib8HY9D6A>

Test 6 parameters simultaneously:

Amphetamines

Benzodiazepines

Cocaine

Cannabis

Methamphetamines

Opiates



# Services from SureScreen



SureScreen Diagnostics provides a range of bespoke solutions for organisations



## Drug & Alcohol Policy Review

A robust substance abuse or misuse policy is fundamental for workplace health and safety.



## Surescreen Training Academy

Full of relevant information, our training seminars educate on many aspects of drugs and alcohol misuse.



## Workplace Screening & Collection

Our expert team efficiently collect a sample from an individual for minimum fuss and time away from work.



## UKCAS Laboratory Confirmation Service

We can send samples to the laboratory where it is analysed using advanced chromatography methods.



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