



**GENERIS**

The Alcohol & Drug Service

# Drugs & Alcohol in Safety Critical Industry

An evidence based approach  
to managing drug & alcohol  
use in the workforce

—





# The Alcohol & Drug Service

Established in 1984 the Alcohol & Drug Service has accumulated extensive expertise in the drug and alcohol field over 35 years.

—

ADS has a track record of working with a wide range of partners including those in safety critical industry where, along with the support of the unions, Occupational Health and Human Resource departments, we supported the development of drug and alcohol policy. We have also supported companies in the development and delivery of in-house capacity to offer interventions to employees, training to all staff and enhanced packages to frontline supervisors and line managers, specialist tools to support implementation, supporting culture change around drug and alcohol use.

The ADS is accredited by national awarding bodies; This guarantees the quality of training offered, with over 500 people trained in the last calendar year

# The Size & Impact of Drug & Alcohol Use

There is a significant issue with both drug and alcohol use in the UK which is prevalent across all sections of society.

There is a similar picture of illicit drug use where a Health and Safety Executive Questionnaire survey (2004) reported that 13% of working respondents of all ages and 29% of those under the age of 30 reported drug use in the previous year.

Both drug and alcohol use has a direct impact on skills critical for effective work place performance. There are proven and well documented links between illicit drug use and impairments in cognition, perception, and motor skill.

	Managerial & Professional		Routine & Manual	
	Male	Female	Male	Female
Drunk Alcohol in the last week	64%	75%	43%	59%
Consumed alcohol on 5 or more days in previous week	16%		9%	

Sources: ONS (2013) General Lifestyle Overview  
A briefing from the BMA Occupational Medicine Committee 2nd Edition, July 2016

# Our Offer

Our offer to industrial companies can be tailored to meet all budgets, requirements and is completely bespoke to you.

We work alongside each individual company to really understand how they work and the type of support and expertise that you need.

Our offer incorporates a blended approach of training, specialist input and bespoke advice and information on how to manage the issue of drug and alcohol in the workplace and the impact it can have on both health and safety, the individual, colleagues and work productivity.

## Flexible Approach

The offer is flexible and provides a bespoke model for the customer that supports and is embedded in the existing framework of policies and procedures.

Where additional training needs are identified these can be supplied including bespoke training for Human Resource managers or Occupational Health professionals.

# The Benefits of Our Approach

---

## Employment Tribunals

The offer provides an evidence based approach to managing drug and alcohol use which affects the workplace. The approach allows the customer to clearly demonstrate that they have done everything within their gift to support employees. In the event an employee or their representative is considering referral to an Employment Tribunal the customers case is robust to the point that we believe any legal advice sought would conclude there is no case.

## Health & Safety

Using the Health & Safety framework ensures demonstrable compliance with employers legal requirements under a range of H&S legislation including; the general duty under the Health and Safety at Work Act 1974 to ensure, as far as is reasonably practicable, the health, safety and welfare at work of their employees and others affected by their work activities and; the duty under the Management of Health and Safety at Work Regulations 1999 to assess the risks to the health and safety of their employees.

It also clarifies the primary issue and approach is concern for safety.

## Employee Relations

The shift from a perceived punitive approach to a supportive one encourages positive industrial relations with both individual employees and unions.

---

## Costs

Costs reduced in a number of areas including;

### **Employment Tribunals (ET).**

Representation at ET's is a significant cost for the employer. The use of compromise agreements to mitigate the cost of an ET may be lower but can also be significant. With a clear evidence base demonstrating there is no case these costs are eliminated

### **Loss of production**

The closure of any production process for investigations, either internal or external (HSE), carries costs due to loss of production and additional commercial risks in terms of customer confidence in the ability to supply the goods or products. This approach reduces both the likelihood of investigations as a result of drug or alcohol use in the workforce and; the length of any investigation

### **Drug and alcohol testing**

The cost of drug testing is a costly and potentially complicated matter. The use of this approach reduces the complication e.g. employee smokes a joint in Amsterdam 12 months ago and a hair test identifies this. They have not broken any law and they are not inebriated at work and they may not even have been employed by the company at that point.

---

## Future Proofing

The global approach to cannabis begins to change and more countries legalise its use, either for medical or recreational use. For multi-national companies approaches and policies which enable the accommodation of such changes in a way which allow a consistent approach across national boundaries provide an efficient and effective solution.

---

## Management Time

The offer is designed to ensure a 'light touch' management approach is appropriate thus saving management time.

# Contact Us

The Alcohol and Drug Service  
82 Spring Bank  
Hull  
HU3 1AB

**01482 320606**