



## CASE STUDY: Ardmore Construction Ltd

Ardmore Construction Limited holds Health and Safety as a core business value and is committed to creating a future free of incidents and injuries. The effective management of drug and alcohol abuse is an integral part of the company environment, health and safety policy.

Ardmore sets out the following objectives within its drugs and alcohol policy:

- To comply with all current legislation, in particular Health & Safety at Work Act 1974 the Misuse of Drugs Act 1971, and the Transport and Works Act 1992
- To not knowingly permit any employee, consultants and trade contractors or anyone engaged directly or indirectly to report for work or attend work premises under the influence of alcohol or drugs, nor to consume these whilst on duty or on the premises
- Measures will be in place to prevent any worker from carrying out work or attending the premises include pre-employment, post incident and unannounced random drugs and alcohol screening
- To provide a positive approach to those seeking help or guidance in overcoming alcohol and/or drug related problems

Alcohol and drugs screening will include a randomly selected sample of at least 10 workers for the presence of drugs or excess alcohol. Ardmore uses the highly accredited testing agency; Randox Testing Services, to perform the testing procedure, ensuring the process and results are accurate, thorough and legal. Find out more from Randox Testing Services [here](#).

The legal limit above which you must not drive in the UK is 35 micrograms of alcohol per 100 millilitres of breath or 80 milligrams of alcohol per 100 millilitres of blood. An unfit state of work is determined by testing results of more than the following:

- 80 milligrams of alcohol per 100 millilitres of blood
- 35 micrograms of alcohol in 100 millilitres of breath
- 107 milligrams of alcohol in 100 millilitres of urine

Passive inhalation of cannabis may give a positive result of up to 50ng/ml. Anyone testing positive to cannabis at levels over 50ng/ml, but under 100ng/ml will face disciplinary action, but not automatic dismissal. They will face a further random test and a second positive result within six months will usually lead to dismissal. Any person falling into this category will be offered access to counselling.

Ardmore offers, and will provide counselling and support for any worker who may have a problem with alcohol or drugs. Assistance is available confidentially via the individual's supervisor, line or project manager, human resources department or the health and safety department.