

CASE STUDY: Mick George Ltd

The Safety Improvement Campaign is currently underway at Mick George, focusing on a range of important topics that will take the spotlight with each coming month. Previously in December, the topic of *'Alcohol Awareness and its affects'* took centre stage in the campaign resulting in a push of important information and initiatives.

Although alcohol and drug testing can be a controversial subject within any industry, Mick George proved this was an area that should require full attention and coverage. Over 130 breathalyser tests were carried out in December, marking a serious approach to the topic at a companywide level.

One particular circumstance saw an operative who was operating plant equipment sent home for being under the influence of alcohol. This individual refused testing and admitted he was again under the influence; this resulted in the employee handing in his notice and leaving the company. Such testing is necessary in maintaining a sense of awareness where alcohol and drug consumption is monitored and when results are positive, any necessary actions taken are for the ultimate health and safety of the workforce.



The company's Duty of Care not only aims to protect company personnel but also to members of the public. If it being operating machinery on the construction site or just driving to and from work, by drinking you are putting yourself and others at risk. It outlines even a very small amount of alcohol can affect your ability to perform any given task. Mick George clearly demonstrates that random testing is now a staple in its drugs and alcohol policy as well as taking the topic very seriously.

The company directed its awareness campaign towards the workforce by giving easily accessible and direct information. Reminders were given that it is easy to forget any alcohol consumed the night before will stay in your system through to the next day. It was also suggested that if any operatives were controlling plant / machinery or driving it is safest not to consume any alcohol at all. The consequences of being caught exceeding the legal driving limit were clearly outlined as follows:

- Losing your job
- A fine of up to £5,000

- A minimum 12-month driving ban
- A criminal record
- An endorsement on your license for eleven years

A partnership was also forged between Mick George and the Cambridgeshire police to tackle the issue of drink driving through supporting the local campaign. The company's FORS silver status ensures that all drivers' fitness and health is managed through licence / medical requirements. Placed messaging was displayed on the fleet's tail gates of their vehicles which operate on a daily basis in the region to spread the message.

Mick George demonstrates their ability and commitment in taking the topic of drugs and alcohol in the industry seriously. It is through strong and consistent actions such as the examples shown here that the industry can continually reduce the risk to health and safety for both employee and the public.



Drug Test Consent Form

Donors Name	Date of Sample	Assessor's name	Position

Donors Statement:
I hereby give consent to provide a sample for the detection of non prescription drugs. I am fully aware of the MGL policy should a positive result be detected and understand that my results will be communicated to my employer.

Signed: _____ Dated: _____
 Test Time: _____ Test Date: _____

Reason for test: Pre Employment / Random / For Cause (Circle appropriate answer).

Sampling Equipment Used: _____

Test Result: Positive Negative

Signature of Donor: _____
 Signature of Assessor: _____
 Signature of Co Assessor/ Witness (if applicable): _____

On completion this document is to be kept on the individuals file.

Section 14 of the MGL Company Handbook 1st June 2012 states:
The possession of non prescription drugs during working hours is strictly forbidden. In respect of over the counter remedies and prescription medicines, you must read the information provided or seek advice from your doctor as to whether they may affect your ability to operate plant and machinery and advise your manager accordingly.

If the company suspects you are working under the influence of a non-prescription drug, the company reserves the right to require you to undergo an independent medical examination at the company's expense.



Alcohol Testing Consent Form

Donors Name: _____ Date: _____
 Assessors Name: ___PA Campion _____ Position: ___H&S Manager _____
 Co Assessors Name: _____ Position: _____

Donors Statement
I hereby give my consent to provide a breath sample for the detection of alcohol. I am fully aware of the MGL policy should a positive sample be detected and understand that my results will be communicated to my employer.

Signed: _____ Date: _____
 Test Time: _____ Test Date: _____

Reason for test: Pre employment / Random / For Cause (Delete where appropriate)

Breathalyser (Electronic Device)

Recorded Test Number: # _____

Device Reading: _____

Positive Negative

If a printout is available it should be attached to this form for evidential purposes.

Signature of Donor _____
 Signature of Assessor _____
 Signature of Co Assessor/Witness (if Applicable) _____

Important Note: In the case of a positive result, a second test should be administered and recorded 20 minutes after the first test and both results fixed together. For the purpose of evidence the second result is the true breath alcohol level (this eliminates any possibility of mouth alcohol interference)

The UK legal limit for drivers is 80mg of alcohol per 100ml of blood, often referred to as a BAC or blood-alcohol concentration. In US terms this would be expressed as 0.08%. This is alternatively expressed in terms of breath alcohol - 34ug (micrograms) per 100ml (which is now the usual official measure in the UK), or alcohol in the urine - 107 mg per 100 ml.

- A new mouthpiece is to be used for every person tested.
- Keep sufficient distance to antennas of mobile phones
- Maintain a waiting period of at least 15 minutes after drinking alcohol.
- Residual alcohol in the mouth can distort the measurement
- Aromatic drinks (eg. Fruit juice), mouth sprays containing alcohol and medicines can interfere with measurements. In this case wait for 15 minutes. Rinsing the mouth with water or non alcoholic drinks does not reduce the waiting period.

On completion this document is to be kept on the individual's file.