



## **CASE STUDY: Mulalley & Company Limited**

The misuse of drugs and alcohol is seen as a serious health and safety concern for Mulalley and like many other companies in the industry, their approach to tackling this is firm and direct. Mulalley administers a zero tolerance drugs and alcohol policy for employees and also employees of any organisation working on their sites and facilities.

The policy is clear in its approach to all substances from over-the-counter prescription medication to illegal drugs, all holding equal weight and strict consequences. Whilst the drink-drive limit is 80 milligrammes of alcohol per 100 millilitres of blood, Mulalley's limit is strictly zero.

Mulalley understand that any substance that is expected to or holds a possibility of physically and/or mentally affecting an individual's ability to perform can cause a serious risk to health and safety. Any member of staff taking over-the-counter medication must inform their line manager in order to assess if they are fit for work.

If an employee is involved in an accident at work or appears to be unfit to work through suspected alcohol or drugs use, they may be subject to a drugs and alcohol test by an approved external testing organisation. Raising and maintaining awareness of our policy at Induction, with Toolbox Talks and posters on site is a constant reminder of why exactly the workforce should be considering their commitment to health and safety of themselves and others.

Mulalley has FORS (Fleet Operator Recognition Scheme) Silver accreditation and as part of this all our company van drivers undertake FORS online training including "work related road safety" which specifically discusses the dangers of driving under the influence of alcohol or drugs.

Whilst testing is taken seriously with disciplinary action taken if necessary, Mulalley maintain a distinct approach of encouraging any employee who may be under the influence, undergoing difficulties or have any concerns to come forward. Identifying and communicating the concern is the right way to secure a positive and remedial solution. Employees can also contact the confidential Construction Industry Helpline for advice on addiction-related illnesses.