



CASE STUDY: John Sisk & Son Ltd

Sisk have a Substance Abuse Policy, which is implemented across all projects. Please see policy extract below;

"The law imposes obligations to provide a safe system of work. In addition, it also requires employees to take reasonable care of their own safety and also that of their colleagues. The possession, use or supply of drugs and alcohol is strictly prohibited...

...Where the company suspects that you have consumed drugs or alcohol...[it can]...request that you attend...an examination....In addition the company may undertake random tests..."

Site Specific Initiatives

To prevent personnel being on site while under the influence of drugs and/or alcohol the following procedure was implemented on the Temple Quay, Phase 3 project.

All personnel were informed, as part of the site induction, of the companies Substance Abuse policy and advised that random drug and alcohol testing would be carried out every six weeks on the project. Two site personnel would be selected and taken to a clinic where they would be tested, with the target to test 5% of the work force every six weeks. As it was a small site it wasn't feasible to have a full time testing facility on site.

The test date was confidentially arranged by the Site Manager and two appointments were booked into the clinic. All site personnel (including management, sub-contractor and agency personnel) names were included and two names selected at random. These persons were taken to the clinic by a member of site management and accompanied at all times.

An instant alcohol test (breathalyser) was carried out and a urine test was also carried out for a definitive alcohol and drugs assessment.

When test reports were issued they were reviewed and if levels were reported above the threshold value, the individual concerned was instructed to cease working and leave site immediately. All individuals were given a copy of their test report.

Additionally, Sisk site management continually observed personnel for any symptoms of drug and alcohol abuse through the project and if suspected they were sent for testing.

Tool box talks were also given during the course of the project to remind personnel that they must not be on site if under the influence of drugs and/or alcohol.