



**Spotlight on...**  
drugs and alcohol

**CONSIDERATE  
CONSTRUCTORS  
SCHEME**

# Case Study: Galliford Try

## Implementing a Drug and Alcohol Testing Programme

### INTRODUCTION

Galliford Try is committed to providing a safe, healthy and secure environment for all those who may be affected by its operations and activities. It recognises the inherent risks associated with illegal drug use, legal drug misuse and alcohol abuse.

In April 2015, Galliford Try implemented a robust drug and alcohol policy, requested and led by the Galliford Try Executive Board. The strategy for this Policy was discussed at Executive Board level and it was unanimously agreed that there would be a zero-tolerance approach to drug and alcohol misuse – signifying that, on confirmation of a positive drug or alcohol result, the individual would be prohibited from further working on any Galliford Try premises, with dismissal taking place in the case of direct employees.

To perform our testing, we contracted one of Europe's strongest and most experienced drug, alcohol and healthcare testing organisations, fully accredited by the United Kingdom Accreditation Service to ISO/IEC 17025:2015. We used the experience of this company to assist with the creation of our Policy and testing processes.

Before we implemented our testing programme, we had a 'trial launch' on selected sites so we could iron out any potential issues before the Policy launch. Heading to the launch date, we introduced a suite of site media to notify our sites of the Policy implementation. Our Chief Executive wrote to all staff and all the Galliford Try supply chain were written to.

### DRUG AND ALCOHOL TESTING

Across the Galliford Try Group, we perform random and for cause testing.

Testing applies to all staff, agency, subcontractors and visitors to all Galliford Try premises (sites and offices), with no exceptions. Unannounced random testing is carried out monthly, with a suite of sites/being selected, at random, by our testing provider. The Executive Board set the target number of tests for our random testing programme.

For cause testing is conducted on individuals raising suspicion or following an incident where we deem it to be appropriate. We for cause test on all incidents that involve plant and machinery.

All laboratory confirmed 'positive' results are further supported by independent medical review. A Medical Review Officer will review and interpret positive results to validate the collection of analytical procedures and explore any alternative explanations for a positive result.

On confirmation of a positive result, a call is made to the Managing Director of the business. On developing the programme, we asked the question of who should be notified of the positive result – by notifying the Managing Director of the business, this portrayed the importance of our stance, showing full support from business leaders.

Aside from the external medical review, we also have an internal Medical Review Officer to support and advise on any queries that arise from testing results.

### DRUG AND ALCOHOL MISUSE - SUPPORT

Out with of the drug and alcohol testing programme, any employee who volunteers information that they have a drink or drug related problem will be sympathetically supported to assist with their rehabilitation. All employees have access to the AXA Employee Assistance Programme which offers confidential and impartial 24/7 assistance – a system which, we actively promote.

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This support does not apply to individuals who admit to drug or alcohol misuse immediately prior to taking a test. Alcohol awareness is also covered in the Galliford Try award-winning wellbeing programme 'Be Well' under the Wellbeing Calendar – a whole month of resource dedicated to alcohol awareness.

### PSYCHOACTIVE SUBSTANCES 'LEGAL HIGHS'

With the introduction of the Psychoactive Substances Act in May 2016, Galliford Try amended its D&A Policy to incorporate the new legislation. In June 2017, Galliford Try also participated in a psychoactive substances prevalence study to assist with ensuring laboratory analysis and interpretation of these drugs remained current.

### ONE YEAR ON

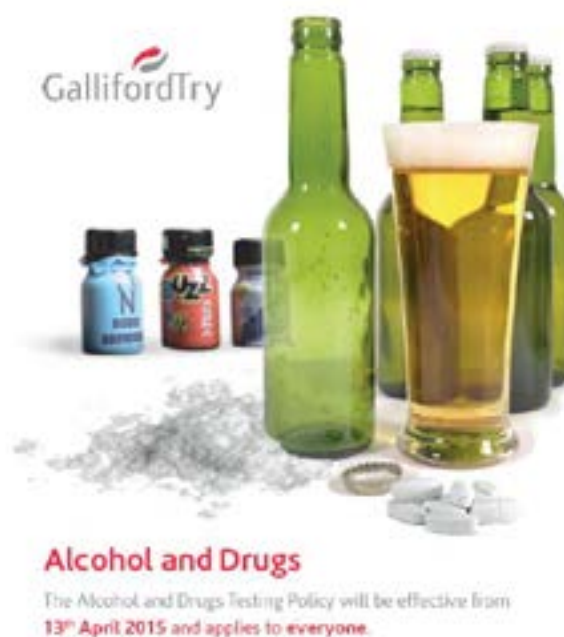
Following a year of implementation, further site media was produced to reinforce the Policy and communicate to the wider business.

### TWO YEARS ON

The data we collated showed improvement and allowed us, for the first time, to compare performance against statistics from the Home Office Drugs Misuse 2016/17 Crime Survey for England and Wales.

### IN THE THIRD YEAR

Galliford Try, on the back of industry data, issued media for sites, reminding staff, subcontractors and agencies of its zero-tolerance approach to drugs and alcohol. This communication would be further supported by a 10-minute talk which would remind staff of their duty of care while on Galliford Try premises, the drug and alcohol testing policy and the zero-tolerance approach.



**Drink, drugs and work don't mix**

### SUMMARY

The construction industry is one of the highest sectors for drug and alcohol positivity rates (11%) – Galliford Try sits below this average.

Working with an industry leading drug and alcohol testing provider offers us with the opportunity to implement a robust testing Policy.

We continue to work with our testing provider to ensure we are industry leading on our stance and procedures. Cannabis and cocaine use appear to be becoming increasingly 'socially acceptable' across the industry and UK; however, our employees are being made aware of the implications these drugs can have within the workplace.

The Galliford Try Executive Board is fully committed to our approach and we will continue to drive this message across our sites and business through continued support media and analysis of results.