



Spotlight on...
drugs and alcohol

**CONSIDERATE
CONSTRUCTORS
SCHEME**

Case Study: Mick George

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 sliver 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