

BEST PRACTICE

LOCATION:		ARTICLE YEAR:	2008
ACTIVITY:	Occupational Health	COMPANY:	Lafarge
SUB ACTIVITY:	N/A	COMPANY LOCATION:	HR Department, Leicester
BEST PRACTICE No:	BP561	COMPANY TEL:	07740 563374

TITLE

Drug and alcohol policy

ARTICLE

As part of Lafarge™s Health and Safety Roadshows, the company™s drug and alcohol policy was launched to outline how it intended to deal with employees working under the influence of alcohol or non-prescribed drugs. Attending work in this condition is strictly prohibited and poses a significant safety risk to both employees and their colleagues.

Testing for alcohol or drug use was conducted when suspicions arose that an employee was under the influence at work. A clear procedure for organising and authorising a test was communicated to managers through the Health and Safety Roadshows.

Tests are conducted by a competent 3rd party organisation on any site. The tests are conducted under strictly controlled conditions within 2 hours of being notified. Following the results, occupational health advisors offer their opinion and suggest appropriate actions to managers.

Although random testing was considered, this was deemed a step too far Æ although this could be a possibility if the policy is taken further in the future. If an employee admits to a problem, which they want to overcome, Lafarge has agreed to help them become •clean•.

ARTICLE IMAGES