

## BEST PRACTICE

**LOCATION:**  
**ACTIVITY:** Occupational Health  
**SUB ACTIVITY:** N/A  
**BEST PRACTICE No:** BP561

**ARTICLE YEAR:** 2008  
**COMPANY:** Lafarge  
**COMPANY LOCATION:** HR Department, Leicester  
**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