

Drug and Alcohol Testing Services

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About Screen4

Screen4 Ltd was established in 2009 in the UK, quickly expanding with operations in the United Arab Emirates (Dubai), China (Hong Kong), Bahrain and Australia.

We are a global leader within the Drug and Alcohol testing industry. Providing services to global organisations within markets such as:

- Construction
- Aviation
- Utilities
- Petrochemical
- Transport
- Manufacturin
- Security industries

We have a broad range of industry specific experience including Drug and Alcohol Testing, Training and Awareness, Support and Employee Campaigns.

We provide the most comprehensive testing, training and support services across the industry, including access to a unique range of technologies enabling us to provide a robust and reliable approach to any Drug and Alcohol testing requirement.

Screen4 carried out more than 19,000 Drug and Alcohol tests across the Aviation Sector in 2021

Did you know

Did you know*

A member of staff under the influence of Alcohol or Drugs will only achieve 67% of their potential.

Drug using employees are 3 times more likely to require sick leave or benefits.

Alcohol is involved in 20-25% of all industrial accidents in the UK.

*Substance misuse and the workplace, Home Office

Drug and Alcohol policies

Drugs and Alcohol are easily accessible to all individuals across the globe, combined with recent events such as the Covid19 pandemic and worldwide crisis, there is an increased risk of people turning to substance misuse and or abuse. This could then present significant risks throughout workplaces, potentially leading to risk of harm of the employees, co-workers and general public.

Drug and Alcohol misuse/abuse are significant social issues which are often reflected in the workplace. Many Drugs can have psychological effects that can affect performance or mental wellbeing, especially after long-term use or if a dependency develops.

Implementing a Drug and Alcohol policy can sometimes deter staff members from using substances, outlining expectations of employees with regards to Drugs and Alcohol. This in turn allows employers (if outlined within the policy) to test employees for Drugs and Alcohol. The policy should be clear and concise and it is the employers responsibility to ensure that staff are fully aware of the rules, regulations and processes.

The benefits of having a Drug and Alcohol policy:

- Increases the awareness of Drugs and potential health issues with your employees
- Increases the safety of your employees and clients
- Helps to protect the company in terms of demonstrating a proactive approach to risk reduction
- Offers guidance to employees about how to get help for Alcohol or Drugs misuse
- Offers support during recovery helping them back to work
- Reduces the risk of accidents in the workplace where Drug and/or Alcohol were a factor

Screen4 can offer a full review of your current policy, assist with writing a new policy and help offer guidance on implementing this into your organisation.

Workplace Drug & Alcohol Testing Programme



Implementing a Drug and Alcohol testing program in the workplace can be very complex and it is vital that employers stay impartial. Using a third-party service provider to manage your random and 'with-cause' testing allows testing to be implemented effectively and prevents employees feeling as if they are being targeted.

We have more than 10 years' experience in dealing with Drug and Alcohol related issues and offer a complete service for our clients, allowing us to offer policy writing, staff training, testing programmes, Laboratory services and care options all under one umbrella.

When working with a combination of local and international regulations, implementing a testing plan can be extremely difficult. We can provide you with a tailored, managed solution guiding you through regulations to facilitate a testing programme that suits the business needs and is legally binding.

Having a clear and robust policy framework in place to protect your business from employees who work whilst under the influence is the first step you should take.

Example of Program development and Implementation sequence

Stage 1

Full review of D&A policy and operational procedures. Tailor procedures to specific needs and objectives of the business.

Stage 2

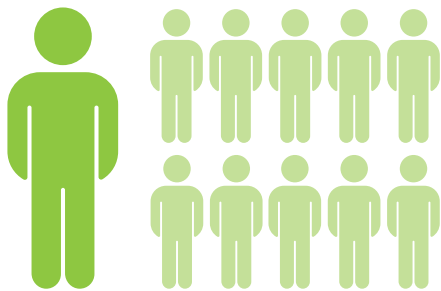
Complete a Drug and Alcohol Testing Plan - based on business specific needs. Agree Implementation Plan - objectives and timescales.

Stage 3

Training and education programme for management and supervisors. Education plan for the Business. Proceed with D&A roll out via awareness campaign to reinforce company policy.

Stage 4

Commence testing programme in line with operational requirements. Agree Review periods and timetable



An estimated
1 in 11 adults
age 16-59
had taken a
Drug in the
last year

9.4%
Approximately
3.2 million people



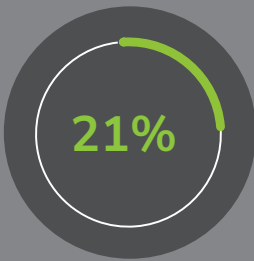
But an increase from 8.6% in the year ending March 2010.



Around **one in five**
adults aged 16 to
24 years had taken
a Drug in the last
year.

Approx. 1.3
million people

This was
similar to the
previous year
(20.3%)



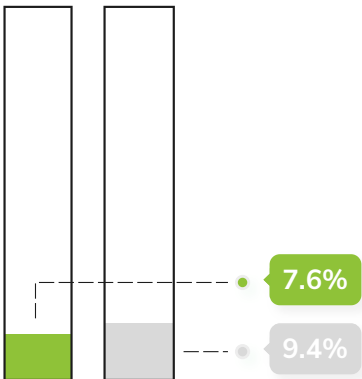
20.3%	2019
21%	2020



of **60 to 74**
year olds had
taken a Drug in
the last year

1% estimated

The prevalence
of last year
Drug use in
those aged
16 to 74 years
(7.6%) was
lower than for
those aged
16 to 59 years
(9.4%)



Testing methods

Pre-employment testing

Pre-employment Drug testing takes place when potential new employees are requested to provide a urine, saliva, or hair sample for a Drug and or Alcohol analysis before being offered the job. Employers can gain important information about the lifestyle of their prospective new employee from a Drug and Alcohol test, which allows them to make a better decision about potentially employing them.

Random testing

Random testing is a method of testing for substance use by employees through a process of random selection. These tests are conducted without prior notice to the employee and a systematic selection process is used to assure that each employee has an equal chance of being chosen for testing. Because there is no prior notice as to when this testing will occur, or who will be selected, random Drug and Alcohol testing serves both to detect, and deter, substance use.

Post incident testing

Post Incident and "For Cause" screening refers to Drug and Alcohol Screening to find out whether either Drugs and/or Alcohol were a factor in an accident or incident, where the person(s) actions or omissions are believed to have contributed to the accident or incident, or the behavior of a person gives cause to suspect that they are unfit to continue work.

With cause testing

When a business has a suspicion that an employee may be under the influence of a substance a with cause test should be performed. Suspicion may be raised via whistle blowing or the individual may be acting out of character and displaying strange behavior.

Follow up testing

If an employer chooses to provide support to an individual following a positive Drug or Alcohol test, this method of testing would be used to help with rehabilitation and to ensure the employee is remaining substance free.



Detection windows



Urine

Urine is the most common type of sample for Drug testing, offering a longer detection window than other sample types.

Detection Window

Drugs: 12 hours to 12 days (Drug type dependent).



Oral fluid

Oral Fluid testing detects Drugs and their metabolites in a saliva sample and provides analysis of short term Drug abuse.

Detection Window

Drugs: Up to 24-48 hours of consumption.



Hair

Hair testing provides a longer overview with a detailed review of Drug or Alcohol use.

Detection Window

Drugs & Alcohol using head hair: 1cm will show approximately 1 month overview.



Breath Alcohol

Breath Alcohol tests provide immediate, evidential results using a handheld breathalyser and measuring deep lung air.

Detection Window

Alcohol: Usually up to a maximum of 24 hours.

Training and Support

Proactive training and education within the workforce can help organisations to enforce a strict, robust Drug and Alcohol ethos and policy. Teaching employees how to spot the signs and recognise impairment symptoms provides an active deterrent throughout the business and can help to protect employees and the business.

We recognise that organisations care about the safety and wellness of their employees. We are extremely proud of the courses and support packages that we have developed and we have a proven track record of enabling large organisations to understand the severity of Drug and Alcohol misuse within the workplace.

We can provide Drug and Alcohol Training and Awareness courses tailored to suit your business needs. We want to help you reduce risk and achieve a safer substance free workplace. We can provide the education, advice, ongoing testing and support for your organisation, offering a range of courses and support packages ranging from basic awareness training, chain of custody training to more comprehensive interactive sessions.

Our training courses are developed against the background of agreed international best practice, are CPD accredited and recommended by the Aero-medical Department of the UAE (GCAA).



Who are the courses aimed at:

Our courses are aimed at staff of all levels, from Directors, Supervisors, Line managers, Team Leaders and safety sensitive staff across all industries. All courses can be tailored to complement your organisation's requirements.

‘We can provide Drug and Alcohol Training and Awareness courses tailored to suit your business needs.’



Support Programmes

Hand in hand with our awareness training, we also deliver a range of training from spotting the signs of issues through to conversation skills development, designed to provide the skills to communicate with people experiencing issues.

- Roadmap to recovery – skills for working with substance misuse and supporting change (management, HR and OH training)
- Pre-learning will cover exploring attitudes towards substance misuse and barriers to professionals delivering interventions, as well as the basics around spotting signs of substance misuse in workplaces.
- Developing a practical understanding of what constitutes an effective substance misuse risk assessment.
- Knowing how to start a brief intervention conversation
- Understanding readiness to change through awareness of the trans-theoretical model of behavioural change (cycle of change)
- Using motivational interviewing skills to support someone that uses substances through the cycle of change
- Know how to make an effective referral.

We offer 1:1 and group support, either on-site or at an agreed alternative location.

We also deliver our support online and via telephone where appropriate. We develop referrals pathways, reporting arrangements, treatment, and confidentiality agreements in line with existing policies and processes to ensure effective integration of our services.

Our services are underpinned by cognitive behavioural approaches and methodologies.

Our support focuses on enabling people to understand and change their behaviour and thought processes, and ultimately achieve their recovery goals.



screen

screen, test, analyse

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