

Think Safety...!

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Drug & Alcohol Awareness April 2014

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The logo for Trac, consisting of the word "trac" in a bold, lowercase, sans-serif font, colored yellow, set against a black diamond-shaped background.

How Are We Doing?

LTI's - 0 in last 12 months

Location Period	Oil & Gas Base AFR	Oil & Gas Sites AFR	Total AFR
March	0	0	0
12 Month Rolling	0	0.49	0.38

- Statistics presented one month in arrears.
- AFR includes first aid/ medical treatment cases.
- $AFR = (Accidents / Manhours) \times 100,000$

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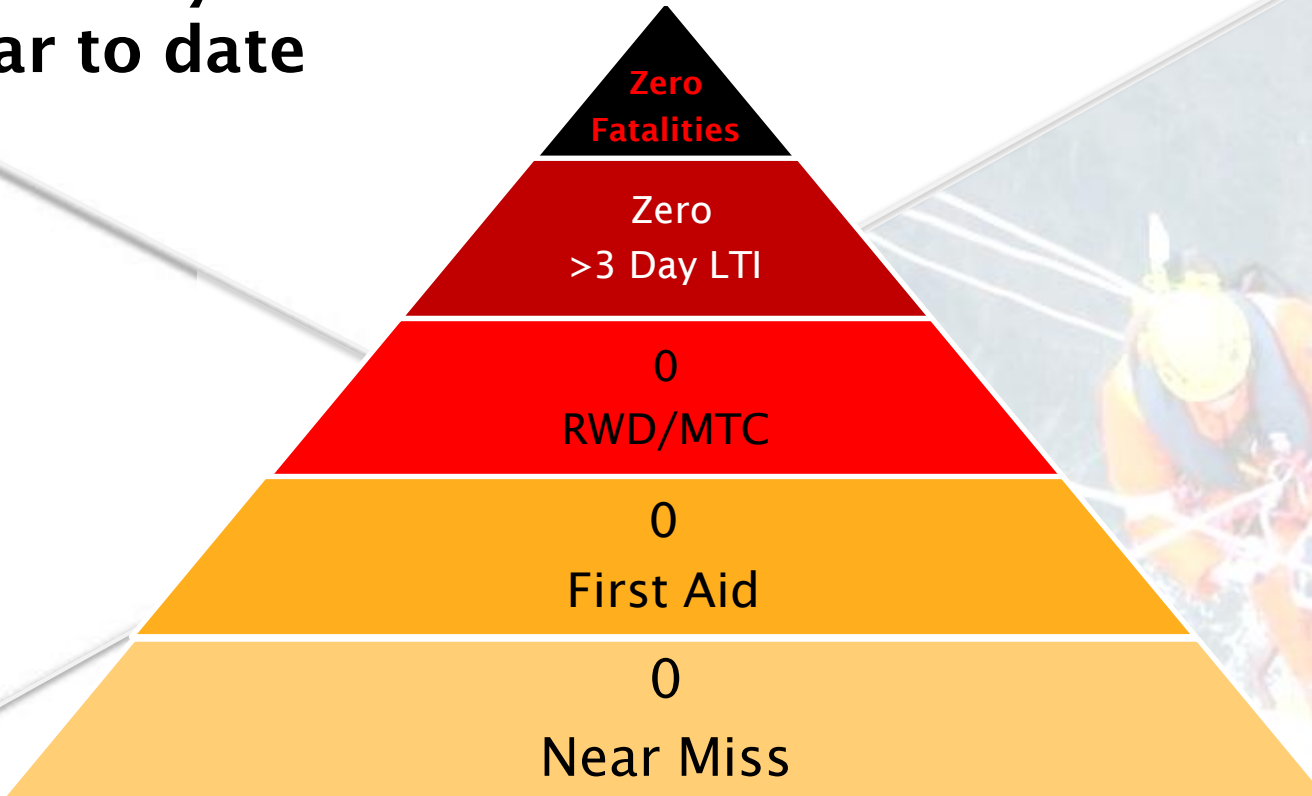
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How Are We Doing?

Summary of incidents year to date



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Introduction

- The use of drugs and alcohol can be a serious workplace issue.
- Legal drugs (i.e. prescription, over the counter) can be misused too.
- Their use can lead to significant health problems.
- Any one under the influence of drugs or alcohol can be a hazard to themselves and to others.



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Substance Misuse

Substance misuse is the problematic use of alcohol, drugs and other substances, i.e.:

- Binge / regular heavy drinking
- Misuse of prescribed / non-prescribed drugs
- Use of a substance so regularly / in such quantities that you start to depend on it to feel normal in your everyday life

Dependence can develop into addiction where a person's day to day focus becomes on obtaining drink or drugs to maintain a physically stable state or a preferred mental state.

Those with dependency issues may find performance at work is affected, that they develop mental health problems or that they are off work more often. *Source - TUC*

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Alcohol Consumption

When you drink:

Alcohol is absorbed into your bloodstream within minutes of being drunk and is carried to all parts of your body including the brain.

The concentration of alcohol in the body (known as blood alcohol concentration) depends on many factors including:

- how much you have drunk
- how long you have been drinking and whether you have eaten
- your size and weight

It is difficult to know exactly how much alcohol is in your bloodstream or what effect it may have.

It takes a healthy liver about 1 hour to break down and remove 1 unit of alcohol. A unit is equivalent to 8 gm or 10 ml (1 cl) of pure alcohol.



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Harmful Effects of Alcohol

Drinking too much or at the wrong time can be harmful:

Effect on Your Body:

Brain - slurred speech, blurred vision, slowed reflexes, personality changes, memory loss, blackout, eventual brain damage

Mouth - cancer to mouth, throat and voice box

Heart - high blood pressure, irregular heartbeat, increase in triglycerides or fats that exist in blood leading to heart disease

Liver - cirrhosis, hepatitis, cancer

Stomach - nausea, vomiting, ulcers, increased waistline, other stomach disorders

Reproductive System - irregular periods in females, sexual dysfunction in males



Effect on your Work Performance:

- Increase in accident and incidents
- Reduced work performance / productivity
- Damaged customer relations
- Resentment from your colleagues
- Diminished team morale
- Bad behaviour
- Poor discipline
- Adverse affect on company image

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Drug Misuse

- Drugs can affect the brain and the body in a number of ways. They can alter the way a person thinks, perceives and feels, and this can lead to either impaired judgement or concentration
- Drug misuse can also bring about the neglect of general health and well-being
- It is not just illegal drugs that can cause problems - an estimated 1.5 million people are addicted to prescription and over the counter drugs in the UK (*source TUC*)



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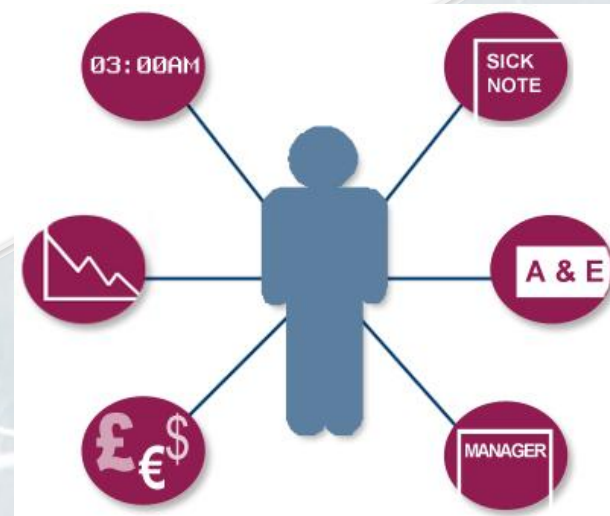
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Drug Misuse

Signs of drug misuse include:

- Sudden mood changes
- Unusual irritability / aggression
- Confusion
- Abnormal fluctuation in concentration and energy
- Poor time-keeping / increased short-term sickness absence
- A deterioration in working relationships
- Dishonesty / theft arising from need to maintain an expensive habit



Source BMA

NB These signs may be caused by other factors (i.e. stress) and should be regarded only as an indication, not as a confirmation, that someone may be misusing drugs

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Driving Under the Influence

Around 250 people are killed and over 1,200 seriously injured in drink drive crashes each year.

Around 18% of people killed in road crashes have traces of illegal drugs in their blood, with cannabis being the most common (*source ROSPA*)

Every year, about 90,000 people are convicted of drinking and driving, and face a driving ban of at least 12 months, a large fine and possible imprisonment.

Driving while unfit through drugs (illegal / prescribed or over-the-counter medicines) carries the same penalties as drink driving.

It can take several hours for alcohol to disappear from the body and many drivers are caught the morning after drinking.



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Driving Under the Influence

Driving under the influence of drink or drugs can:

- impair judgement and coordination
- distort perception
- slow reactions
- cause fatigue
- make drivers over-confident/more likely to take risks



Taking alcohol and drugs together is even worse as their effects combine and impairment can be multiplied.

Some medicines (including over-the counter) can impair a person's ability to drive safely by causing drowsiness or dizziness, reduced coordination and concentration.

Remember it is also an offence to be unfit to drive through drink (even if below the legal limit) or drugs. The penalties are same as for the 'over the limit' drink offence.

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TRAC Drug & Alcohol Policy (TRACPOL C04)

- TRAC recognise alcohol and drug abuses related problems are an area of health and social concern and an employee with such problems needs help and support.
- TRAC will provide reasonable assistance to an employee with an alcohol or drug problem, who is willing to cooperate.
- However, disciplinary rules will apply where behaviour has affected performance at work or assistance is ineffective.

Offshore Rules

All medicine must be handed over at check-in, these are given directly to the offshore medic. If any prohibited drugs (e.g. some heart medication, chemotherapy drugs, anti-depressants, etc.) are found then you may be sent back onshore. If in doubt check with helicopter operator/TRAC before you check in.

DRUG AND ALCOHOL POLICY

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TRAC International Ltd and subsidiary companies (TRAC) recognise that alcohol and drug abuse related problems are an area of health and social concern and an employee with such problems needs help and support from his/ her employer. TRAC also recognises that alcohol and drug abuse problems can have a detrimental effect on work performance and behaviour. We have a responsibility to our employees and customers to ensure that this risk is minimised. To this effect employees must not:

- Report or endeavour to report for duty, having just consumed alcohol or being under the influence of drugs
- Report or attempt to report for duty when unfit through alcohol or drugs
- Be in possession of illegal drugs when on duty
- Consume alcohol or illegal drugs when on duty

Accordingly, TRAC's policy involves two approaches:

- Providing reasonable assistance to the employee with an alcohol or drug problem, who is willing to co-operate in treatment for that problem by putting the employee in touch with relevant medical/ social services, co-ordinate and document through their personnel records.
- Disciplinary rules, enforced through disciplinary procedures, where use of alcohol or drugs (other than on prescription) affects performance or behaviour at work, and where either an alcohol or drug abuse problem does not exist or where treatment is not possible or has not succeeded in accordance with TRACPROC C11, Personnel Procedure.

Drugs refers to banned substances, any substances that are in themselves legal, but can be subject to abuse, e.g. glue, solvents and medicines obtained with or without prescription, which may affect the staff member's performance at work. In addition, certain prescription and non-prescription medicines could also have an adverse affect on work performance and behaviour and show a positive result in any test. Where an employee is taking prescription or over the counter medication that may affect their performance, this must be highlighted to their line manager/supervisor and details of the medication listed in the personnel files.

Employees shall be subject to drug and alcohol testing as detailed in TRACPROC C11, Personnel Procedure, to ensure that they are in a fit state to carry out their stated duties. The Alcohol limits shall be as stated in the relevant Road Traffic Act, unless the employee is carrying out duties on Network Rail Maintained Infrastructure where lower limits are enforced.

We are fully committed to ensuring that all staff working on Network Rail Maintained Infrastructure comply fully with the Drugs and Alcohol requirements of CE/RT8070 and NR/L1/OHS/051.

For and on behalf of TRAC International and subsidiary Companies:

Managing Director: K Stephen

Signature: 

Date: 05th March 2014

TRACPOL C04 - REV 03 - 03.03.14

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TRAC Policy

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In accordance with our Personnel procedure (TRACPROC C11), TRAC can conduct:

Random D&A screening – personnel may be subject to random D&A tests and/or searches. These shall be conducted at the request of clients, or as deemed necessary by Management.

For Cause Testing – shall be initiated in any of the following circumstances:

- Following an accident or serious incident
- Where an employee's behaviour gives grounds to suspect that they may be unfit for work through drugs and alcohol

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Topics Covered In 2014

- January – Waste Management
- February – Quality Principles
- March - Driving

If you have missed any of these presentations or would like to review a topic again then please contact your line manager.

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Your behaviour makes a difference

Look after yourself

Look out for others

Use safety equipment

Follow safety procedures

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