

APPENDIX 3

SUMMARY OF INFORMATION FROM OTHER PORTS

Information regarding substance misuse policies has been collated from 8 Ports for comparison purposes. The feedback received shows that all Ports examined have a drug and alcohol testing policy in place.

The feedback and policies received show a variation of rules ranging from defining a positive alcohol test as "zero tolerance" (i.e. 0 micrograms (μg) of alcohol per 100 millilitres of breath) to defining a test as positive if it exceeds the UK driving limit of 35 micrograms (μg) of alcohol per 100 millilitres of breath. Alternatively, two categories of alcohol readings are stated with different levels of formal action proposed depending on the category the reading falls into. Most policies from other Ports state that they use random testing and with cause/post incident testing.

For drug testing, employers are choosing between oral fluid (mouth swab) or urine testing. Those that undertake urine testing have procedures in place to ensure privacy of the individual but also to ensure chain of custody requirements are upheld.

In relation to drug testing, the majority of policies state a zero tolerance, however, they have procedures in place for the individual to notify the manager if prescribed or over the counter medication can affect their capacity to safely and effectively undertake the duties of the post.

The majority are basing their figures on a 10% of workforce selected annually and apply their policy in the same way for both operational and non-operational roles. One Port splits the operational and non-operational roles for testing purposes and applies a higher percentage of testing to the operational roles.