



Random Drug & Alcohol Testing

Case Study

With regulated policies, a client was looking for an automated drug and alcohol testing solution. In order for such a testing policy to be completely effective, workers must have no indication prior to entry that a random test might be required, and once notified, they would be compelled to immediately report for testing.

PROBLEM

Drug or alcohol impairment are a major workplace issue, with industry reports estimating up to 30% of workers are under the influence during work time. Operating in a highly regulated industrial environment, this client had strict policies relating to drugs and alcohol and a strong cultural focus on its impact on workers' ability to perform their jobs safely.

In this industry, singling individuals out for testing based on observation, history, or other discretionary factors is discriminatory. Random testing prior to site entry was considered the best approach.

The RightCrowd Solution

RightCrowd addresses these problems with an automated system for randomly selecting a prescribed number of workers on a regular basis for drug and alcohol testing prior to site entry. With RightCrowd, a worker is randomly selected for drug and alcohol testing prior to site entry on a particular day. If they have been selected, their access card will be temporarily disabled in the physical access control system, and when the individual tries to use their access card to swipe into the work site, security staff will be immediately alerted. The worker can then be escorted to the testing center.

Because the numbers, frequency and randomness of the workers selection for testing can be configured and clearly demonstrated to workers, union officials, and government regulators, the RightCrowd solution is acceptable to all stakeholders.

Upon successful completion of the testing, their card will be automatically re-enabled and they will be credited with appropriate time on site for their time spent complying with this process. If they fail the test, their access card will remain disabled and appropriate disciplinary action can be taken.

RightCrowd's random identification of personnel required to undertake drug & alcohol testing has contributed towards a significant reduction in apparent cases of drug and alcohol impairment, a reduction in workplace accidents, as well as evidence of increased productivity. With the relative degree of automation of the process, direct intervention and oversight by security and safety personnel is minimized.

Reports are available which can provide detail on which employees and contractors have been randomly selected during specific periods of time for audit purposes.

- 1 REDUCED INCIDENCE**
of workplace mistakes, accidents, workplace injuries, and lost productivity due to workers drug and/or alcohol impairment
- 2 DEMONSTRABLY RANDOM SELECTION**
of workers for testing, avoiding any semblance of discrimination or discretion by security personnel or supervisors
- 3 LARGELY AUTOMATED SYSTEM**
requiring less manual intervention by security personnel monitoring the process
- 4 RICH REPORTING**
and audit capability of results
- 5 DEMONSTRATES COMPLIANCE**
to insurers and governmental agencies

For many years, some of the world's largest, most demanding enterprises have relied on RightCrowd's software to enhance the security, safety and compliance of their employees, contractors and visitors. Ask us how RightCrowd has provided cost efficiencies, process improvements and tangible business benefits with our solutions.