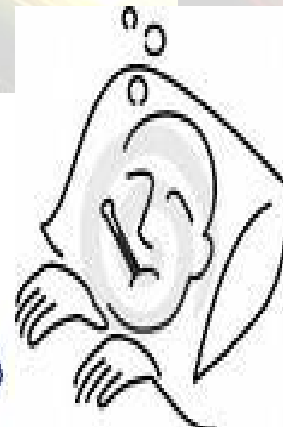




Lindsay Hadfield

Head of Policy & Education
Concateno Medscreen



AIRSO Road Safety Conference WALES 2009

FITNESS TO DRIVE IN A WORK RELATED ENVIRONMENT

DRUGS – THEIR IMPACT



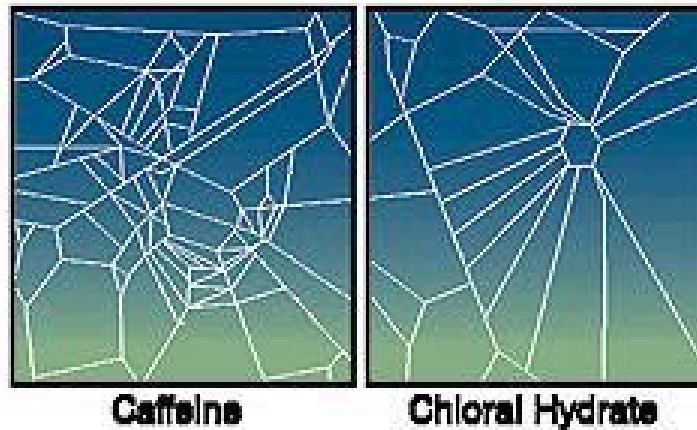
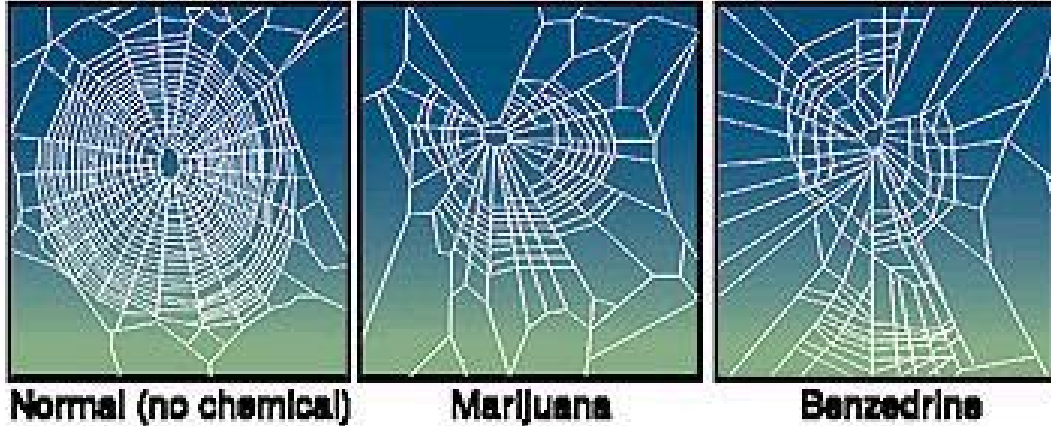
Lindsay Hadfield

Policy and Education Services Concateno plc



- Effects
- Consequences
- Workplace solutions
- A little bit about Concateno

spaced out spiders = tangled webs



EFFECTS OF DRUGS

- **stimulants** - hyperactivity, over confidence, then exhaustion
- **depressants** - slowed reaction times, clumsiness, confusion, indifference
- **hallucinogens** - distort reality, 'seeing sounds, hearing colours', risk of flashbacks



RAC Foundation / Max Power Magazine Survey April 2006 quotes from users

Cocaine: “After the first few lines I was on top of the world, I felt invincible, like no one could touch me. On the road I wouldn’t care if I was reckless.”

Ecstasy: said he would be “in a hedge in no time” if he drove on the road under the effects of the drug

Amphetamine: “faster and more erratic”. He also said he couldn’t stop fidgeting and “just wanted to go faster”.

Cannabis: “After about three joints I felt OK to drive but was much more cautious. This feeling grew into full-on paranoia that I was going to hit something.”

TRL study - Cannabis and Driving

- two levels of THC + placebo
- participants aware of impairment
- poor results on ‘tracking’ tasks
- cautious driving - slower speeds

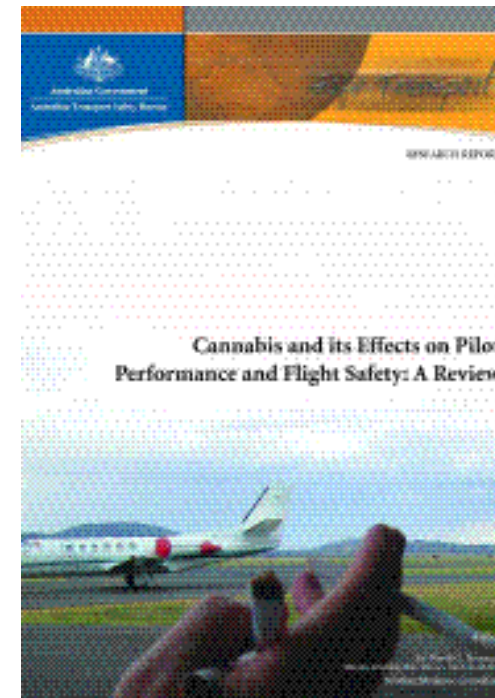
“it cannot be concluded that driving under the influence of cannabis is not a hazard”

Source: TRL report 477 (01/01/2000)
The influence of cannabis on driving

Cannabis and its Effects on Pilot Performance and Flight Safety: A Review

Australian Transport Safety Bureau 2004

Flying skills deteriorate, and the number of minor and major errors committed by the pilot increase, while at the same time the pilot is often unaware of any performance problems. Cannabis use in a pilot is therefore a significant flight safety hazard



ECSTASY

Suicide Tuesday
Mid Week Blues....

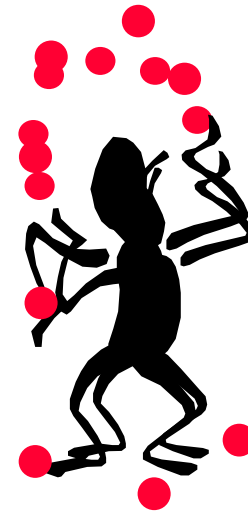
..... 48% of
respondents to a
survey said that
performance at work
has been impaired.



Mixmag, survey 2005, National Addiction Centre

Consequences for the workplace

- behaviour
- performance
- health
- colleagues



Pilot who took ecstasy before flight that killed him and teenager 'was being investigated at time of crash'

Daily Mail 17th March 2009

An inexperienced pilot who had taken ecstasy hours before the flight that killed him and a teenager was being investigated by the Civil Aviation Authority at the time of the crash, an inquest heard today.

Robert Gunter, 34, and Jamie Clapp, 13, both died instantly when the Cessna 150 light aircraft they were travelling in nose-dived and burst into flames shortly after takeoff at Clutton Hill air strip.

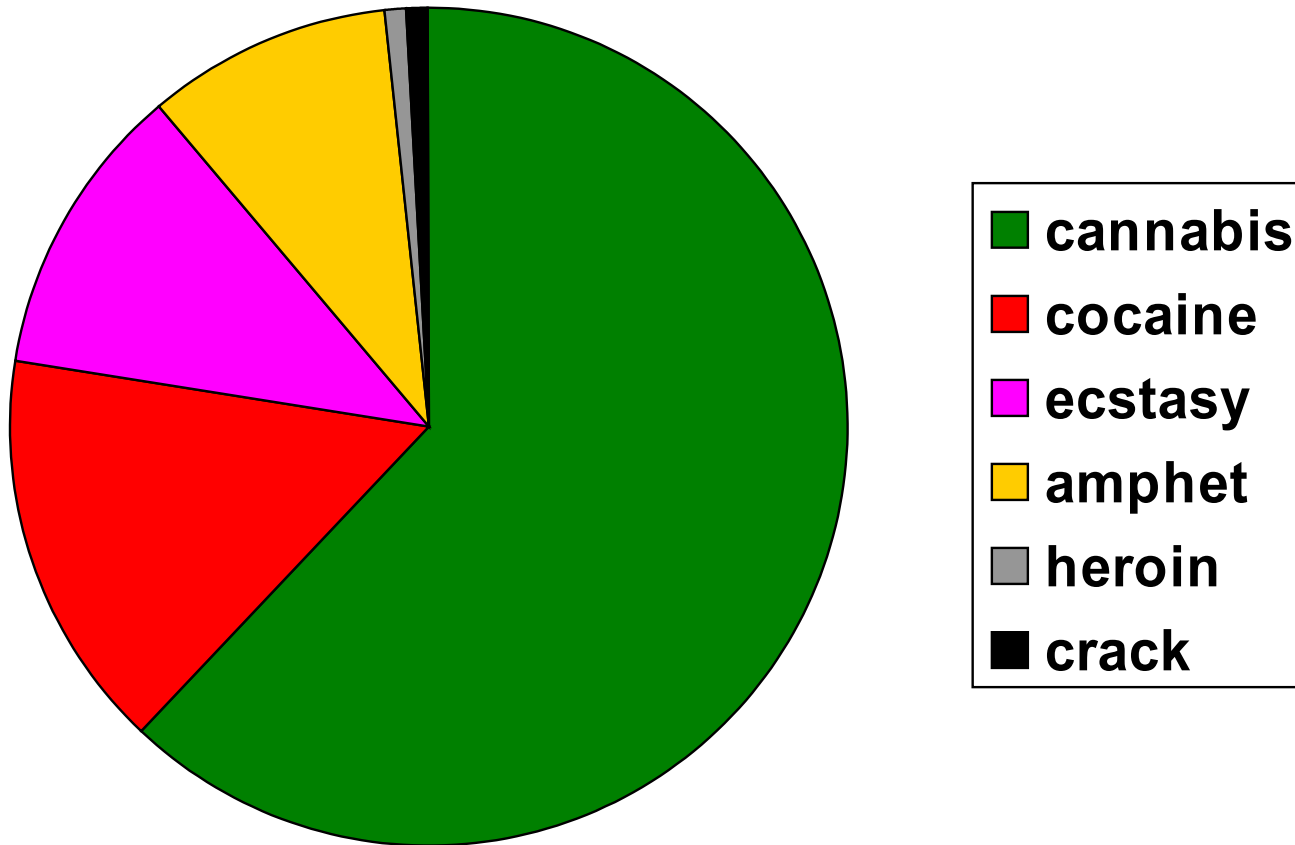
5.9%

**of the working age population
use illegal drugs regularly**

British Crime Survey 2006/7

Drugs used in last year

BCS 2006/7



Drugs in The UK today – News Headlines

Security guard held on drugs charges

Lord arrested with cannabis chocolates

Hospital surgeon ‘popped out to feed drug addiction’

Software MD hauled up on drugs charge

Heroin peddled through McDonalds

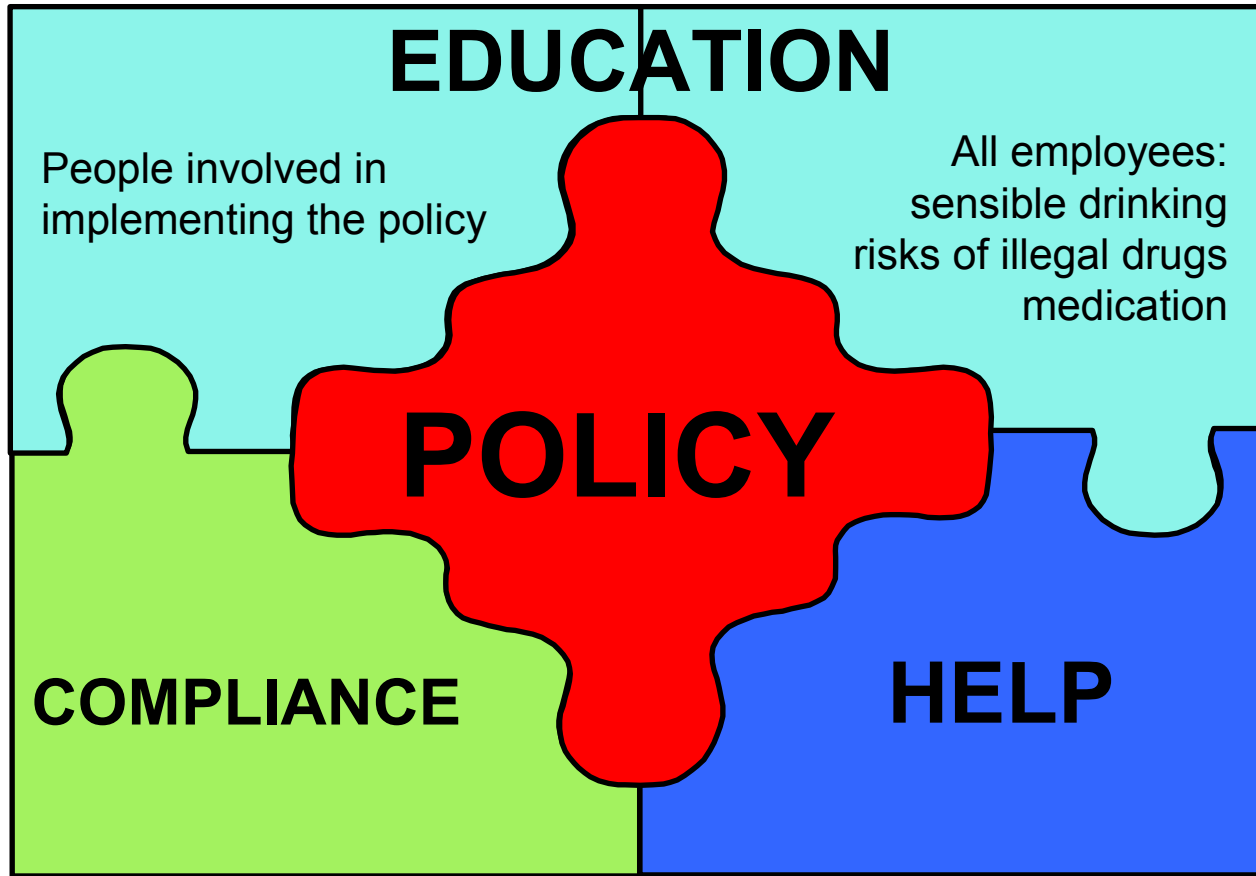
Drug Dealing at the Palace

Public School Cannabis Ring Smashed

Dinner lady served drug to girl, 12

Pensioners selling sleeping tablets to drug addicts

Workplace Solutions



General Points for your Drug and Alcohol Policy

- Must not contravene UK law
eg condone use of cannabis
- Can be stricter than UK law
eg railways/LUL alcohol level
- Should distinguish between impairment and
dependency (irresponsible use / problem use)
- Regular reviews planned

A policy will be judged on whether

- it is fair and reasonable (proportionality)
- there was proper consultation with employee representatives
- it is clearly stated, fully explained and understood
- it is being applied in a reasonable and consistent manner

Typically a policy will explain:

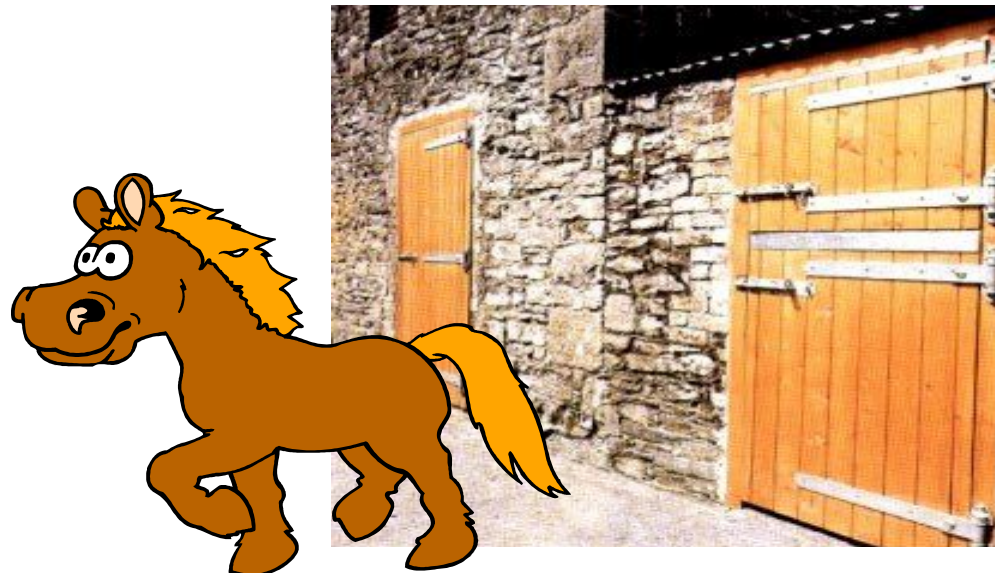
- why the policy is needed
- the rules - and the consequences if they are broken
- the measures to ensure compliance
eg education, help, testing
- if testing is included - who, when, how
(reassurance of legally defensible analysis)

Legally defensible testing

- Chain of Custody - detailed record of sample handling
- Informed consent
- Gold Standard analysis
 - immunoassay screening
 - LC/GC MS confirmation (chemical fingerprint)
- Medical review for positive results
- Twin samples - one for analysis, one held on the donor's behalf.

Deterrent Value of Testing?

- Pre-employment
- Post accident / incident
- Behavioural indicators



**YOU MUST NOT
DRINK OR USE DRUGS**

By Order
The Management



CREDIBILITY

Unannounced testing provides an active and effective deterrent that

- **employees believe in**
- **outside observers believe in**

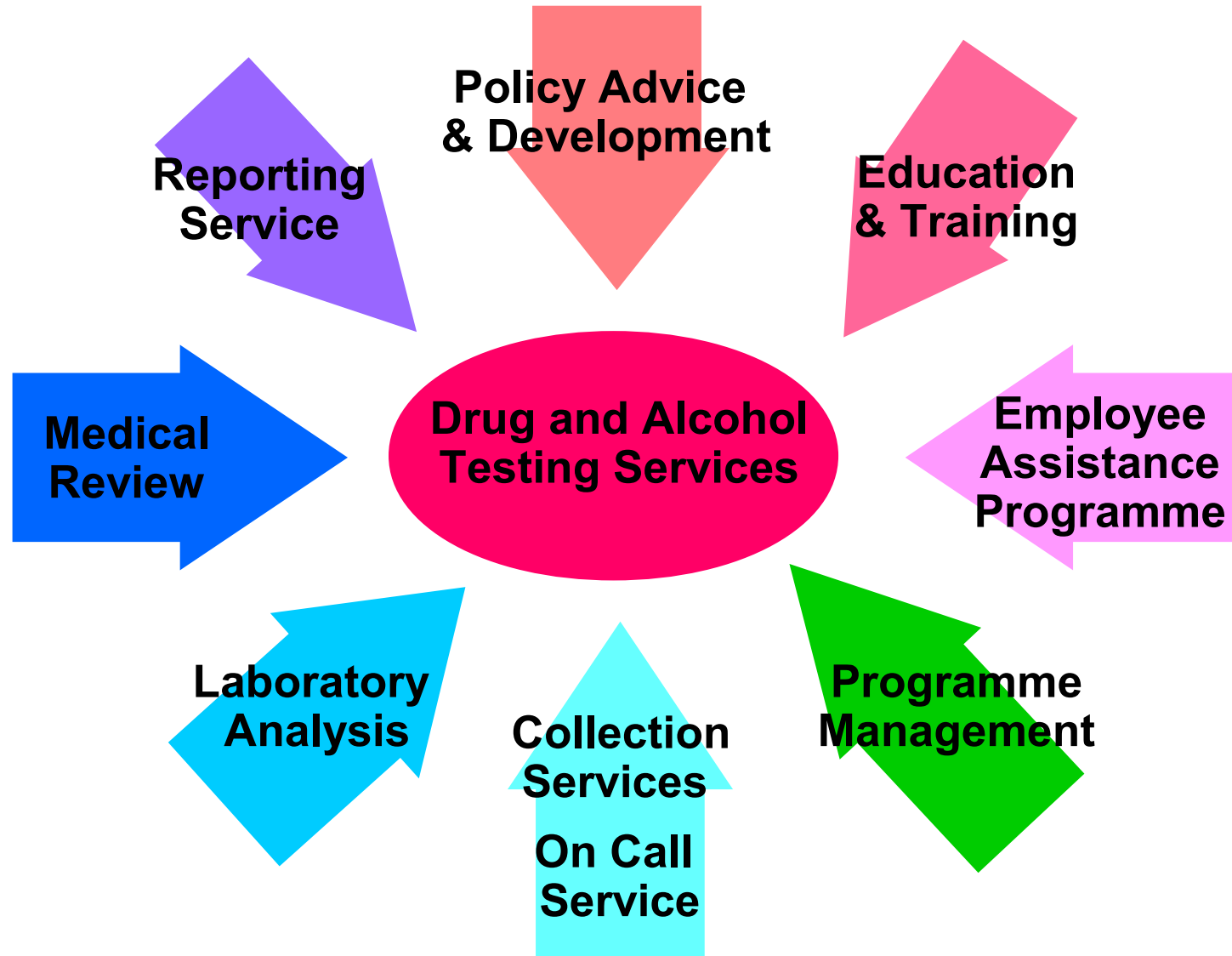
Concateno at a glance

- The Leading Provider of Drug & Alcohol Testing Services
- Highest levels of Accreditation and Quality Assurance
- 10 Million Drug Tests per annum
- Over 8,000 Customers
- Over 300 Staff
- International Collection Network of over 500 officers
- Public Limited Company (London AIM)
- £53m Turnover (forecast '09)

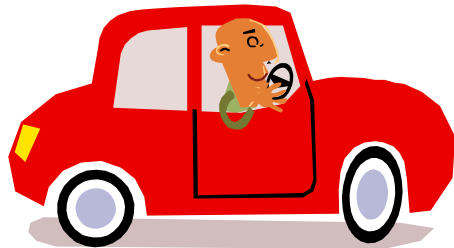
Our Strategy

- Unbiased expertise on all test options
- ‘Fit for purpose’ testing that meets your needs
 - Laboratory-based or Instant
 - Urine, Hair & Oral Fluids & Sweat
- Unrivalled toxicological knowledge
- Collect any sample type, anywhere, anytime
- World class customer service
- Committed to Research & Development
- Joint Venture with Philips

Workplace Service Portfolio



Concateno



We can help you prevent drugs having an impact on driving in a work related environment



Lindsay Hadfield; Anthony Jones