

The trade association for all  
aggregates, asphalt, ready-mixed  
concrete, mortar, silica sand and lime

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## The application of a Company Drugs and Alcohol Policy to owner drivers, franchisees and hired drivers

## Background

Many companies have a DnA policy and procedure that covers their employees. However, some difficulties can occur when trying to apply similar standards to non employed drivers. The aim is compliance - not barring people from sites.

This note covers areas that should be added in to an Owner driver/franchisee contract or a hired driver's purchase order. Impairment could occur from drinking at work, immediately prior to work, or some time before work. It could be from legal drugs inappropriately taken, or illegal drugs.

A number of areas that could be considered are shown opposite.

### Contract

One option for drivers working permanently for a given company is to construct the contract such that the person is treated as an employee with respect to the control of impairment at work. This enables pre employment, in-service, unannounced and for cause testing to be carried out.

### Communication

Communication of the required standard is essential, including in driver handbooks, briefings, memos and posters. In a company that carries out some testing the drivers themselves will communicate this through their network. Signage at point of entry or at the weighbridge can help e.g. "You are now entering a drug and alcohol free zone". The main group policy could be sent to the driver's business address requesting compliance.

### Types of test

**Pre contract** and **in contract** testing can only be picked up by including in the contract. **Unannounced** or **for cause** testing can be requested in the contract and a driver could be prohibited from returning to the site if they failed to cooperate. The test could either be arranged through the QPA company and recharged or the driver's employer could arrange and advise the output. If significant sanctions are possible from the test, then either there will need to be a urine

test carried out under Chain of Custody (CoC) control or if an indicative test is not all clear then it will need to be backed up by a urine test to CoC control.

Unannounced or for cause testing may also be activated by a site principal contractor. If this is the case the QPA member company must ensure that drivers sent to the site understand that such testing is carried out in the location.