

DRUG USE IN THE WORK PLACE



From a Contractors point of view

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Our Journey – The Start

- 2013 NZRF conference.
- Scott Thomson & Damar's journey
- Damar's offer
- Opportunity for improvement



WHY - History

- Been offered drugs at work
- Working with someone under intoxicated
- Taking a colleague to rehab
- Listening to drug use habits on a break
- Drugs down played



Future

- Staff had concerns
- Clients had requirements
- Management had to deal with complaints
- It was no longer accepted



Our Journey – Our Process

- Convincing the board
- Convincing our staff
- Writing the policy
- Writing the procedure
- Convincing the staff again
- Reissue employment agreements
- Introducing the policy to staff



Our Journey – Our Process

- Convincing the staff again
- Implementing the policy & procedures
- Where required, one on one consultations
- **Constant communication with Staff.**

Our Journey – Our Statistics

- Initial Costs approx \$10k .
- Accidents dropped by 34%
- Sick leave dropped 28%
- We lost 1 full time employee



Our journey – Our Team

- Staff
- Their Families
- Our clients
- Our values
- Our culture



Our Journey – The outcome

- Change in culture
- Staff are happier
- Clients are satisfied
- Public are safer
- Costs now approx \$2000 p/a
- Savings are ongoing



Questions?

➤ ***How is the random test conducted?***

Coloured ping pong balls,
white = no test Yellow = test

➤ ***Dose everyone get tested?***

Yes, our entire team have all been tested & re-tested.

➤ ***Would I recommend it?***

Yes I would, with the same passion & dedication that Scott has. As a business owner, you cannot afford not to.

Conclusion

Before



After



Not one of our employees!