

# Health and Safety Toolkit

## Idea Suggestion Proforma

The Health and Safety Toolkit is intended to be a means of identifying the many good practices, innovations and ideas which contribute positively to health and safety. This includes all ideas already being put into practice on the Highways England network, as well as those which could potentially be transferred / implemented.

Submitted ideas should be original and supported by a relevant highways based case study displaying clear benefits (NOT just supplier marketing material)

Should you wish to put forward an idea for potential inclusion in the toolkit, please complete this proforma and forward to the email address:

[philip.farrar@highwaysengland.co.uk](mailto:philip.farrar@highwaysengland.co.uk)

<b>Brief description of Idea</b>	Toolbox talk to make employees aware of the foods that can result in an individual recording a false positive result during drugs and alcohol testing.
<b>To what activities can this idea be applied in practice?</b>	All individuals who are required to undergo drugs and alcohol testing as part of their job function.
<b>What are the benefits of this idea?</b>	It could prevent an individual from providing a false positive result. It prevents the stress and worry associated with the process.
<b>Are there any cost implications of implementing the idea? If yes, please quantify</b>	No
<b>How would you describe this idea?</b>	e.g. Innovation, Good Practice, New Idea etc Good Practice
<b>Is this idea currently being used in practice? If yes, where?</b>	Yes, all GeneSYS employees have received a copy of the TBT. The GeneSYS D&A testers ask the individual ( prior to testing) if they have consumed any foods might result in a false positive result.

<b>Are there any conflicts to potential implementation of which you are aware?</b>	e.g. HE Standards/Specs, Chapter 8, CDM Regulations etc  No, I am not aware of any
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<b>Please provide your contact details</b>	Name: Anthony Botham  Company: Fluor/ GeneSYS  Email:Anthony.botham@fluor.com  Telephone: 07824 145560
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<b>Additional Information</b>	<p>Please provide any additional information which would support this idea – e.g. photographs, diagrams, sketches etc.</p> <p>This TBT talk was produced following two GeneSYS engineers providing a false positive result due to eating seeded bread (poppy seeds). On laboratory analysis both engineers proved negative.</p> <p>This TBT aims to make employees aware of the foods that can result in a false positive result. A false positive result can result in undue stress and worry associated with possible loss of income and its associated implications.</p> <p>Please see attached TBT</p>
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**TBT No 15: False Positive Drug and Alcohol Tests**

**Aim**

This tool box talk is aimed at all people who are required to undertake drugs and alcohol testing as part of their job role. This includes roadside and office based personnel



**Introduction**

A recent number of reports in the media have highlighted the growing trend of employees having falsely provided positive results whilst undergoing drugs and alcohol screening. This is often caused by hundreds of products that are wrongly identified as illegal drugs or other drugs of concern.

**What is a False Positive Result?**

A "false positive" means that a sample is falsely reported as positive even if it is actually drug-free

**What Can Cause A False Positive Drug Test?**

A number of products can result in an individual receiving a false positive result these include: -

- **Prescription Medications** such as antibiotics and certain pain medications
- **Over the Counter Medications** such as night-time cold medications. Some common weight loss products, as well as some nasal sprays and asthma products.
- **Foods and Drinks** These include: -
  - Poppy seed products i.e. bread bagels etc.
  - Pizza and pastries yeast in the products can result in you failing a breath test
  - Hemp seeds found in granola based products, hemp seed milk and hemp seed oil
  - Tonic water, quinine present in the drink can return urine test results that mirror those of drug users
- **Common Vitamins Supplements.** Especially vitamin B supplements
- **Diseases** such as diabetes, liver disease, and kidney infections can return test results that mirror those of drug users



**How Can I Reduce My Chances Of Receiving A False Positive Test Result?**

Prior to attending a drugs and alcohol test ensure that you do not eat, drink or smoke at least 30 minutes prior to the test. It's very important that you inform the tester of any medications, foods, vitamin supplements and diseases that could affect your ability to pass the test This will be recorded with the testing documentation prior to the test by the test personnel

For further information please contact the Genesys SQES department 0121 506 6100

**What Happens If I Receive a False Positive Result?**

- Try not to worry we understand that this can be a worrying and stressful time. It means that you have provided a **suspected positive** (false positive) test result. Only independent laboratory analysis can confirm a **positive** result
- The tester will undertake a second test to prove the validity of the results. **ONLY** if this proves positive will you be deemed to have provided a **suspected positive** (false positive) test result
- The employees Line Manager will be informed and for safety reasons the employee will be stood down from their normal activities until the test laboratory provide confirmation of the results.

**What Happens If I receive a Positive Result?**

- You're Line Manager and HR department will be informed and this will be dealt with under the company's disciplinary procedure.

**What Happens If I receive a negative result?**

- The employee will be stood down and allowed to resume their normal duties.

For further information please contact the GeneSYS SQES department 0121 506 6100