Post-Incident Drug & Alcohol Testing Policy



HR managers in any part of the country can adapt this Model Policy for use at their own workplace.

Alcohol and drug testing is required after a significant work-related incident as part of a full investigation into the circumstances. The supervisor will decide to refer a worker for a test by investigating the incident, with the agreement of a second level of supervision or management (such as, the immediate supervisor, the Department Manager, etc.). A significant incident is defined as:

- A fatality or serious personal injury to any individual.
- An environmental spill with significant implications.
- Significant loss or damage to any property, equipment or vehicles.
- Significant loss of any revenues; or
- A near-miss incident that had the potential to cause significant injury or damage.

In the case of an incident, the following procedures apply:

1. Workers are obliged to report the situation to their immediate supervisor as soon as possible following an incident.
2. Workers are expected to participate fully in any subsequent investigation into the incident.
3. Whether the incident is significant or not (i.e., categorized as minor, noticeable or a near miss), testing will be sufficiently justified when a worker provides reasonable cause though atypical behaviour or appearance (see, policy on reasonable cause testing for drugs and/or alcohol).
4. Only workers who are identified, with reasonable grounds, as having been directly involved in the chain of acts or omissions leading up to the event will be referred for a test.