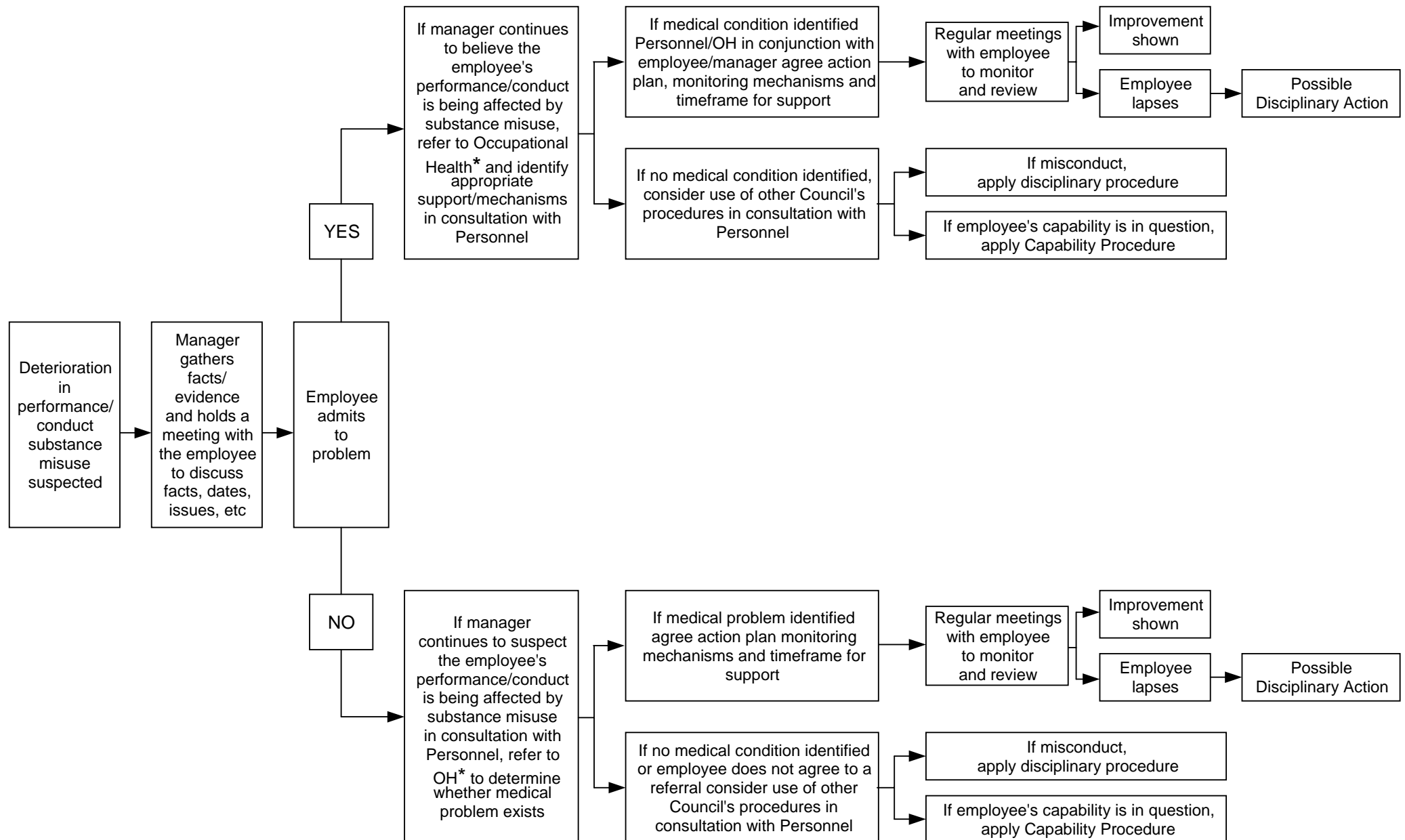


A FRAMEWORK FOR DEALING WITH AN EMPLOYEE WHO IS SUSPECTED OF SUBSTANCE MISUSE



* Referal to Occupational Health can only be done if the individual gives their consent to an OH referral.