



OBSERVATION TEST – ALCOHOL ABUSE

In dealing with an employee who reports for work appearing to be under the influence of alcohol, the following test is enough to find an employee guilty on a balance of probabilities even without having sent the employee for a breathalyzer test. The document is available in MS Word from the MBA.

OBSERVATION TEST - ALCOHOL ABUSE

NAME OF EMPLOYEE: _____

EMPLOYEE / ID. NO. : _____

LOOK OUT FOR THE FOLLOWING SIGNS INDICATIVE OF INTOXICATION AND RECORD

HEREUNDER WITH EITHER YES/NO:

1. Does the employee's breath smell of alcohol? _____
2. Is the employee's speech impaired? _____
3. Does the employee appear to be off balance when walking or standing still? _____
4. Do the employee's eyes appear to be more red than normal? _____
5. Do the employee's eyes appear to be moist and sunken? _____
6. Do the employee's eyes appear to be unfocussed? _____
7. Does the employee appear to be hostile/argumentative _____
8. Was the employee's alcohol level tested with a breathalyzer or any other apparatus designed specifically for this purpose and what was the result of the test? _____ / _____

SIGNATURE OF EMPLOYEE

DATE

SIGNATURE OF PERSON WHO DID TEST

DATE

SIGNATURE OF WITNESS

DATE