



## Project in Profile: Scottish Airports Project

We recently project managed the introduction of a Drugs and Alcohol Policy across 11 of Scotland's airports.

This included pre employment screening, random drug and alcohol testing and post incident testing.

The project is a great example of where an organisation brought Ghost Commercial Resources in to deliver a best practice approach to this key area and assist the business to proactively manage change prior to legislation.

Working very closely with the airport teams, we ensured the delivery of:

- The appropriate drugs and alcohol policy to meet the business needs
- The management of the tendering process to choose the right suppliers to provide the drugs and alcohol testing mechanisms
- Supporting the engagement and consultation with their Trade Union teams
- The communication and launch plan for the new approach across the 11 airports