

ALCOHOL AND DRUGS POLICY STATEMENT

The company is committed to providing a safe and healthy working environment and recognises that those who misuse alcohol or drugs at work can create serious health and safety risks not only to themselves, but to other employees as well. Therefore, the following rules must be adhered to.

The policy does not apply to personnel who commit a clear breach of company site rules due to over indulgence of alcohol on one or more occasions. In these cases, action will be taken under the disciplinary procedure as appropriate.

Personnel Must Not:

Report, or attempt to report, for work at any time when under the influence of alcohol or narcotic drug of abuse.

Ensure any prescription drugs supplied by your doctor or Pharmacist will not restrict you from carrying out your duties – If in doubt discuss with your doctor and operations Manager

Consume any narcotic drug of abuse or alcohol whilst at work.

Be in possession of any narcotic drug of abuse whilst at work.

Drive or operate plant or machinery if you are affected by alcohol or drugs.

Personnel Must:

Inform the company if you are charged by the police in connection with any alcohol or drug related offence. The company will treat any information supplied with the strictest confidence.

Attend any medical or drug related test required by the company.

Check with your doctor or pharmacist about the side-effects of prescribed medications.

Ask for assistance if you feel that matters are beyond your own control.

The Company:

Encourages supervisors and contracts staff who identify job performance problems that may be attributed to the effects of alcohol or drugs, to consult with the operations director to determine whether there is sufficient concern to warrant a medical evaluation.

Remember that your misuse of alcohol or drugs could seriously affect the health and safety of your work colleagues and may be construed as gross misconduct and could lead to dismissal.



Signed:
Managing Director

Date: 01-01-18

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