



## Management Systems Manual

Alcohol & Drugs policy

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Page:	1 of 1

### Alcohol & Drugs Policy

This policy applies to all staff who have been identified as carrying out a Safety Critical role or who could import risk. It will be applied equally and fairly without any exceptions.

This policy aims to comply with the Transport and Works Act 1992, Contract conditions

#### **A Drug Screen will implement this policy...**

- If you are transferred or promoted to a Safety Critical post even if you already hold a Safety Critical post.
- All new entrants who may carry out Safety Critical duties or whose duties may import risk.
- Following a Safety Critical incident you maybe involved in.
- A manager or supervisor has good reason to believe that you are unfit to work through alcohol & drugs by your appearance and behaviour.
- You maybe selected for a random screen at short notice.

#### **You will be dismissed**

- If a test shows
- More than 29mg of alcohol per 100 ml in blood
- Or more than 13mg micrograms of alcohol in 100 millilitres of breath
- Or more than 39 milligrams of alcohol in 100 millilitres of urine.
- The presence of drugs for which there is no legitimate medical need for either their use or the quantity of their use.
- A criminal prosecution could follow for failure to comply with the Transport and Works Act.
- You report for duty unfit through alcohol & drugs.
- You consume alcohol or drugs on duty.
- You possess illegal drugs on duty.
- You refuse an alcohol & drugs screen.
- You may also be barred from working on clients sites or premises (this shall be the clients decision).

#### **You maybe dismissed**

- If you refuse or discontinue treatment for an alcohol or drug related problem.

If you have an alcohol or drugs problem, you must speak to a doctor or qualified medical practitioner Every time that you are prescribed medicines or buy non-prescribed drugs you must check if they could affect your work. If they could affect your work you must inform the company, refer to the medication and notification procedure.

Be safe, you should avoid drinking any alcohol in the eight hours before you report for duty. Do not use illegal drugs or abuse substances such as glue or solvents.

Signed: 

Date: 19.7.18