



Alcohol and Drugs Policy

The company is concerned to provide a safe and healthy working environment. It recognises that this can be put at risk by those who misuse alcohol or drugs to such an extent that it may affect their health, performance, conduct and relationships at work

The policy does not apply to an employee who commits a clear breach of company rules due to overindulgence of alcohol on one or more occasions. In these cases, action will be taken under the disciplinary procedure as appropriate.

The person responsible for implementing this policy is Rachel Carroll. Arrangements for Securing the Health & Safety of Workers

The company will, in consultation with workers and their representatives:

1. advise all existing employees and all persons starting work of the risks to health arising from the effects of alcohol or drugs (including some legitimately prescribed medications).
2. encourage employees, who may have alcohol or drug-related problems which affect their work, to take advantage of the company referral procedure for diagnosis and treatment.
3. enable supervisors and managers to identify job performance problems that may be attributable to the effects of alcohol or drugs and to consult with the appropriate company specialist to determine whether there is sufficient concern to warrant a medical evaluation.
4. in cases where the effects on work of misuse of alcohol or drugs is confirmed or admitted, agree upon a programme of treatment in consultation with the company medical advisor and the employee.
5. instruct the company medical advisor to co-ordinate, monitor and if necessary participate in the treatment, which may involve recourse to, or liaison with, the general practitioner, counsellor, hospital outpatient department or in-patient care.

The company will establish policy rules relating to an employee who is found to have misused alcohol or drugs or admits to the same. The policy rules may cover:

1. disciplinary action for refusal to accept help (b) conditions for accepting treatment.
2. future employment if treatment proves to be successful (d) observation of medical confidentiality.
3. effects upon benefits and employment rights. Information and Training

The company will provide sufficient information, instruction and training as is necessary to ensure that all employees have the knowledge required:

1. to understand the dangers associated with the effects of alcohol or drugs at work and the company policy regarding this.
2. to understand the company procedures that will be adopted where there is found to be a deterioration in work performance from these effects.
3. to understand the legal consequences of their actions.

Managers and supervisors will be given additional training, as necessary, to enable them to deal with any physiological problems that may arise as a result of the effects of alcohol or drugs upon work performance.

Signed: 
Oliver Daly, Managing Director

Date: 6-7-22