

DRUGS & ALCOHOL POLICY

This statement sets out the policy of GroundShore Ltd and all employees and Sub-Contractors under the company control at all company sites and offices.

For reference “Drugs” refers to any controlled substance listed in the Misuse of Drugs Act for which it is an offence to knowingly permit the production, supply or use of controlled substances on their premises except in specified circumstances (e.g. when they have been prescribed by a doctor). The company will take all reasonable measures to ensure that those persons referred to above are made aware of the contents of this policy and the effect on their continued employment by the company in the event of any breach of this policy.

All persons to which this policy relates shall at all times exercise diligence in monitoring their colleagues, and others under the control of the company, and noting and reporting any evidence of alcohol and/or drug abuse.

Any person to which this policy relates which is, or has been taking, any prescribed medication which may or may not affect their performance at work but may affect the outcome of a drug test, must inform their Line Manger as to the nature of any such medication which it is necessary for them to carry with them during working hours.

Should any employee suffer any problems or difficulties in respect of the misuse of drugs and/or alcohol, or should they have reason to believe that a colleague may be experiencing such difficulties, they may approach their Line Manager or the SHEQ Manager. That person will at all times treat any information provided in complete confidence and will take such measures that are deemed necessary to ensure that the matter may be resolved with the minimum of distress to the person concerned and any others who may be affected.

It is a condition of employment by the company that no person referred to above shall:

Report, or endeavour to report, for duty whilst under the influence of alcohol or drugs or in an unfit state due to the previous consumption of alcohol or drugs (including any prescribed drugs that may impair work ability).

Be in possession of alcohol or drugs during working hours.

Consume alcohol or drugs during working hours.

Bring prescribed drugs in to the workplace and or consume them without informing Line Management.

Persons detailed Above must make themselves available for D&A screening checks which may take the form of routine, unannounced/random or “for cause” subject to conditions of contract, terms of employment and or the working environment. Refusal to take any test will be classed as gross misconduct and may result in your summary dismissal.

Failure to maintain the standard set out by this policy will also be considered as gross misconduct and may result in your summary dismissal.

Should any employee fail a drug/alcohol test then their competencies will be withdrawn and they will automatically be suspended, subject to an investigation.



Signed:

Eamonn Vaughan
Managing Director

Date: 07/06/18