

## DRUGS AND ALCOHOL POLICY

Control Centre Solutions is committed to providing a safe, healthy and productive working environment for all employees/ workers, client staff, customers and visitors involved in its operation. This policy sets out the company's aims in reducing and managing alcohol and drug problems in the workplace. We are committed to minimising the risk of accidents, injury and exposure to health risks and maintain a zero-tolerance approach to both drugs and alcohol.

Alcohol and drug problems are prevalent in society and are associated with a wide variety of costs for both employers and employees. These costs include ill-health sickness absence, reduced work performance and accidents. The consumption of alcohol and drugs has implications for health and safety at work since these substances impair co-ordination, judgement and decision making. Irresponsible behaviour resulting from the misuse of drugs and/ or alcohol may damage our reputation and/ or business

### POLICY AIMS AND OBJECTIVES

**Aim:** To clearly state the company's position on alcohol and drugs within the workplace.

#### Objectives:

1. To ensure the company complies with appropriate legislation
2. To minimise the risks associated with alcohol and drugs in the workplace
3. To have clear rules regarding alcohol and drugs in the workplace
4. To provide employees with an education programme on the adverse health effects of alcohol and drugs
5. To encourage the early identification of employees who may be experiencing alcohol or drug problems
6. To provide support for employees experiencing alcohol and drug problems
7. To provide training and support to line managers to ensure they are equipped to support employees experiencing problems

### DEFINITIONS

**Alcohol problem** - An alcohol problem is defined as any drinking, either intermittent or continual which interferes with a person's health and/ or social functioning and/ or work capability or conduct.

**Drugs** - Any drug, whether illegal, prescribed or over the counter or solvents such as glue, butane, etc. In the case of prescribed and over the counter drugs, their possession and use by the employee is acknowledged as legitimate.

**Drug problem** - The use of illegal drugs, the deliberate use of prescribed or over the counter drugs (when not for a medical condition) and the use of solvents, either intermittent or continual which interferes with a person's health and/ or social functioning and/ or work capability or conduct.

### LEGISLATION

1. The Health and Safety at Work Act 1974 requires employers to protect the health, safety and welfare of their employees and others who may be affected by their activities, as far as is reasonably practicable.

2. The Management of Health and Safety at Work Regulations 1999 requires employers to carry out a risk assessment to identify hazards in the workplace and put measures in place to minimise these risks.
3. The Misuse of Drugs Act (1971) is the main legislation covering drugs and categorises them as classes A, B and C. These drugs are called controlled substances and class A drugs are considered to be the most harmful under this act. It is illegal for anyone, whether at work or not to produce, supply or be in possession of illegal drugs.

Employers may be liable if they knowingly allow dispensing, manufacturing, possession, using or selling on their premises.

## POLICY RULES

The company requires all employees to report for duty free from the effects of alcohol and drugs. It is not acceptable to be under the influence of alcohol or drugs at work or consume alcohol or drugs during hours of work this includes paid and un-paid breaks.

Employees found in possession of illegal drugs or using illegal drugs whilst at work will normally be reported to the police.

In some cases, the legitimate use of prescribed drugs can affect a person's ability to do their job. In such instances employees should inform their line manager.

## EDUCATION

The company is committed to promoting healthy lifestyles to employees. Alcohol and drug issues will be incorporated into the staff health programme and employees will be provided with information on the current health guidance in relation to safe and sensible drinking and the risks associated with using drugs. This information will be disseminated by means of written material and/ or email communication.

Employees/ workers will be made aware of this policy via company induction and a copy made available to employees with their employee information.

## IMPLEMENTATION OF THE POLICY/ IDENTIFICATION OF A PROBLEM

Alcohol and drug problems may become apparent through a number of means, for example the following (particularly in combination) may result in a problem being suspected:

- Persistent short-term absence
- Unauthorised absence
- Poor time keeping
- Inconsistency or reduced work performance
- Poor working relationships
- Deterioration in appearance
- Paranoia/ aggression

However, it must be remembered that these factors can have a number of other causes. Employees experiencing alcohol or drug problems may first become apparent to their colleagues. If a member of staff suspects an alcohol or drug problem in a colleague, they should either:

- Encourage the person to seek help from support agencies – see appendix 1
- Report the matter to a manager (particularly if the person is involved in a safety critical job).

## MISCONDUCT

This policy is primarily concerned with ongoing alcohol and drugs problems which are classed as capability issues, i.e. where the problem impacts on the person's ability to do their job.

One-off cases where the rules of this policy are breached, such as someone reporting for work clearly under the influence of alcohol or drugs or suffering from the effects of alcohol will be classed as a conduct issue and will be dealt with under the normal disciplinary procedures as outlined in the company hand book.

Very serious incidents such as violence at work whilst under the influence of alcohol or drugs or dealing illegal drugs at work will be deemed serious misconduct justifying summary dismissal.

In some instances of misconduct where the employee admits to having an alcohol or drug problem, disciplinary proceedings may be held in abeyance subject to successful outcome of treatment.

In instances of serious misconduct where the employee subsequently admits to having an alcohol or drug problem, the support route and the disciplinary route may be implemented in tandem.

## VOLUNTARY REFERRAL FOR SUPPORT

Employees who suspect or know they have a drug or alcohol problem are encouraged to seek support at an early stage. Sources of support are outlined in Appendix 1. In such instances, we recognise that it is up to the discretion of individuals regarding informing their line managers.

## REFERRAL BY MANAGEMENT

Employees suspected of having an alcohol or drug problem will be offered support by their manager. Where the problem has become apparent through deterioration in work performance, the employee will have to demonstrate satisfactory completion of a programme of support and an improvement in work performance or disciplinary action will be taken.

Employees will be given the opportunity of attending treatment within work time. Alternatively, if employees require to be absent from duty normal sick pay arrangements will apply.

## CONFIDENTIALITY

The company aims to ensure that the confidentiality of all employees experiencing alcohol or drug problems is maintained by appropriate people, for example, human resources, occupational health and line manager. Information regarding individual cases will not be divulged to third parties unless the safety of the person concerned or others would be compromised by not doing so.

## EQUAL OPPORTUNITIES

This policy will apply equally to all staff regardless of grade, experience or role within the company.

## RELAPSE

The company acknowledges that relapse is common with alcohol and drug problems. Employees will normally be supported through two relapses after treatment. Subsequent relapses will be reviewed on a case-by-case basis, taking into account the needs of the department affected and the business needs of the organisation. Employees should be aware that the disciplinary route might be followed after subsequent relapses.

## RETURN TO WORK

Following treatment, the company will endeavour to ensure the employee returns to their existing job. If the employee is unable to fulfil those duties the company will consider alternative duties. Promotional prospects will be unaffected following treatment.

## MONITORING AND REVIEW

This policy is reviewed periodically, which is normally annually or sooner if any significant changes are required.

Scott Hughes is responsible for the monitoring and review of the policy and the implementation of this policy, which includes compliance levels and awareness amongst staff.

If employees have any concerns regarding this policy, they can raise this with Scott Hughes.

Signed:



Mr Scott Hughes, Director

Date: 17<sup>th</sup> April 2023

## APPENDIX 1 – SOURCES OF HELP AND INFORMATION

### **FRANK (National Drugs Helpline)**

National drugs helpline offering general advice and information. Referral onto local services. Open 24 hours.

Tel: 0800 77 66 00 (freephone)

Website: [www.talktofrank.com](http://www.talktofrank.com)

### **Drugsline**

A freephone crisis and support line providing support, information and help including information on local services

Tel: 0808 1 606 606

### **Narcotics Anonymous**

Narcotics Anonymous is an international, community-based, non-profit fellowship of men and women for whom drugs had been a major problem – recovering addicts who meet regularly to help each other stay clean.

Tel: 0300 999 1212

Website: [www.ukna.org](http://www.ukna.org)

### **Alcoholics Anonymous**

Alcoholics Anonymous is a fellowship of men and women who share their experience, strength and hope with each other that they may solve their common problem and help others to recover from alcoholism.

Tel: 0800 9177 650

Website: [alcoholics-anonymous.org.uk](http://alcoholics-anonymous.org.uk)

### **Release**

A national centre of expertise on drugs and drugs law providing free and confidential specialist advice to the public and professionals.

Opening hours Mon-Fri 11am – 1pm and 2pm-4pm

Tel: 0845 4500 215

Website: [www.release.org.uk](http://www.release.org.uk)

### **Re-solv**

A national charity solely dedicated to the prevention of solvent and volatile substance abuse (VSA). Offers support and information. Opening hours: Mon-Fri 9am-5pm.

Tel: 01785 817 885

Website: [www.re-solv.org](http://www.re-solv.org)

### **Drinkline**

24 hour National alcohol helpline offering general advice and information. Referral onto local services.

Tel: 0800 917 82 82 (freephone)

### **Alcohol Concern**

The national agency on alcohol misuse. Its information service holds information on a wide range of alcohol-related subjects.

Tel: 020 566 9800

Website: [www.alcoholconcern.org.uk](http://www.alcoholconcern.org.uk)

**Port of Call**

Port of Call is a website and helpline for anyone affected by addiction.

Tel: 0808 302 3172

Website: <https://portofcall.com>

**Mind**

Mind helps people take control of their mental health by providing information and advice, and campaigning to promote and protect good mental health for everyone. Opening hours: Mon-Fri 9.15am-5.15pm

Tel: 08457 660 163

Website: [www.mind.org.uk](http://www.mind.org.uk)