

## Alcohol Policy

Alcohol misuse is an ever-increasing problem within the work place. Statistics show and evidence shows that employees who drink excessively, or inappropriately, in relation to work are more likely to endanger their fellow workers, have accidents at work, be absent from work and be less efficient than colleagues who do not do so.

### **Prohibition On Alcohol Consumption In The Workplace**

Social drinking is, of course a personal matter and does not directly concern the Company. The Company's concern only arises when, because of the pattern or amount of drink involved, the employee's health, work or attitude deteriorates.

Even a small amount of alcohol can affect work performance and, if an employee is found under the influence at work, there could be serious safety, work and personal consequences.

No alcohol must be brought onto or consumed on site at any time, this includes lunch breaks. Staff must not consume alcohol when driving any vehicle, or operating on or near machinery.

### **Alcohol Related Misconduct**

Action will be taken under the disciplinary procedure if misconduct takes place as a result of drinking or being under the influence of alcohol whilst at work. Incapacity through an excess of alcohol at work is a gross misconduct offence under the disciplinary procedure and the employee is therefore likely to be summarily dismissed.

### **Alcohol Screening**

The company reserves the right to carry out random alcohol screening tests on employees in the workplace. This may be done where a strong suspicion arises that a person is under the influence of alcohol.

If an employee tests positive this will be viewed as gross misconduct offence and renders the employee liable to summary dismissal. Refusal to submit to an alcohol screening test will be dealt with through the disciplinary procedure.

