

Drugs Policy

Introduction

Drug misuse is an ever-increasing problem within the work place. Statistics and evidence shows that employees who take unlawful drugs 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.

Aims Of The Policy

The employees of the company are its most valuable assets. The company recognises that, for a number of reasons, employees could develop drug related problems during the course of their employment. This policy applies to drugs which are unlawful under the criminal law and not to prescribed medication.

Prohibition Of Drugs In The Workplace

If an employee is found under the influence of drugs at work, there could be serious safety consequences.

No drugs must be brought onto or consumed on the work site. Staff must not take drugs if they are operating machinery or vehicles, or working near machinery or moving vehicles.

Any breach in the above rules will result in disciplinary action being taken which is likely to result in summary dismissal on the grounds of gross mis-conduct.

Where an employee is known to be, or strongly suspected of being, intoxicated by drugs during working hours, arrangements will be made to for the employee to be escorted from the site immediately.

Drug Screening

The company reserves the right to carry out random drug screening tests on employees in the workplace. This policy could apply to all employees or persons to whom there have been specific allegations or strong suspicions of drug misuse. If an employee tests positive this will be viewed as gross misconduct and will render the employee liable to summary dismissal.

