

DRUGS AND ALCOHOL POLICY

ALCOHOL AND MANY OTHER DRUGS HAVE AN EFFECT ON THE CENTRAL NERVOUS SYSTEM WHICH CAN AFFECT THE JUDGEMENT OF THE PERSONS CONSUMING THEM. THIS MEANS THAT REACTION TIMES CAN SLOW UP AND NORMAL PERCEPTION OF RISK MAY BE REDUCED (DUTCH COURAGE). THE EFFECTS ARE USUALLY IN PROPORTION TO THE AMOUNTS CONSUMED, BUT THROUGH TIME, PEOPLE CAN BUILD UP HIGH LEVELS OF TOLERANCE WHICH ALLOWS THEM TO APPEAR AND TO TALK NORMALLY.

BECAUSE OF THE NATURE OF THE BUILDING INDUSTRY, RISKS FROM FALLS AND MOVING VEHICLES FOR INSTANCE, IT IS NOT POSSIBLE FOR US TO ALLOW ANYBODY TO WORK WHILE UNDER THE INFLUENCE OF DRINK OR DRUGS. WE WILL ERR ON THE SIDE OF SAFETY AND IT WILL BE OUR POLICY TO EXCLUDE FROM SITE ANY PERSON WHO IS UNDER THE INFLUENCE AND DEAL WITH ANY CONSEQUENCES LATER.

SUPERVISORS MUST REPORT ANY SUCH EXCLUSIONS OR SUSPICIONS AT ONCE, TO THE CONTRACT DIRECTOR, WHO WILL CONDUCT A REVIEW OF THAT PERSONS CASE TO DETERMINE IF THEY ARE FIT TO CONTINUE IN OUR EMPLOYMENT. BOTH THE PERSON CONCERNED AND THE SITE SUPERVISOR WILL BE ASKED TO STATE THEIR POSITION AT THE REVIEW. THE SERIOUSNESS OF THE MATTER IS SUCH THAT A SECOND CHANCE MAY NOT BE APPROPRIATE.

ALCOHOL OR DRUGS DEPENDENCE

THE COMPANY RECOGNISES THAT EMPLOYEES, AT ANY LEVEL, MAY ALREADY BE SUFFERING FROM DIFFERENT SYMPTOMS OF DEPENDENCE. SOME MAY BE TAKING DAYS OFF AND “COVERING UP” WITH SICKNESS ABSENCE. OTHERS MAY BE BINGE DRINKING AT WEEKENDS BUT WORKING NORMALLY THROUGH THE WEEK.

THE COMPANY RECOGNISES THAT SUCH ADDICTION IS AN ILLNESS AND WOULD WANT TO HELP OTHERWISE GOOD EMPLOYEES WHO WISH TO HELP THEMSELVES.

IN SUCH CASES, AGREED WITH THE CONTRACT DIRECTOR, THE COMPANY WILL REVIEW THE SITUATION WITH THE AFFECTED PERSON, HIS SUPERVISOR AND THE SAFETY ADVISOR. THEY WILL DEVISE A PLAN, SETTING OUT THE AREAS AND CONDITIONS IN WHICH THE PERSON CAN WORK, THE SUPPORT WHICH WILL BE IN PLACE, HOW PROGRESS WILL BE MEASURED AND A TIMESCALE FOR FURTHER REVIEW.

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