

Alcohol And Drugs Misuse Policy

Statement

There is evidence that the effects of drinking alcohol, or drug use or misuse, can reduce personal performance and potentially increase absence rates. Any form of drug or alcohol-related problem is a very serious matter and, in some circumstances, maybe a criminal offence. The scope of this policy extends to alcohol, illicit drugs or substances and over-the-counter or prescription medication if abused or taken in an irresponsible manner.

Associated Hazards

- Impairment of coordination,
- Inability to drive or use equipment safely,
- Lack of awareness, judgment, and sense of danger,
- Heightened sense and use of aggression towards others,
- Overconfidence in potentially dangerous situations.

Employer's Responsibilities

Bryson Products Limited will:

- Seek to identify problems at an early stage and thus minimise the risk posed to the health and safety of employees and others,
- Ensure that appropriate arrangements are in place to minimise the likelihood of alcohol, drugs, and substance abuse occurring,
- Recognise that drug and alcohol problems are medical conditions that are potentially treatable,
- Treat all information in the strictest of confidence.

Disciplinary Procedures

- If an alcohol or drug-related problem comes to light that results in unacceptable behaviour or performance, it may be dealt with in accordance with Bryson Products Limited disciplinary or capability procedures,
- Behaviour or performance which is found to be unacceptable and related to alcohol or drug abuse may, depending on the circumstances of the individual case, result in summary dismissal.

Employees Responsibilities

Employees will:

- Inform your line manager if you are taking any prescription medications that may affect your ability to operate vehicles, equipment, or machinery safely or to carry out your duties,
- Not attending work at any time whilst under the detrimental influence of alcohol or drugs,
- Seek help voluntarily if they recognise they have an alcohol or drug-related problem,
- Inform the senior person present if they are aware that any employees have an alcohol or drug-related problem that is affecting their work. This will ensure that employees receive the necessary support and assistance.

For and on behalf of Bryson Products Ltd

Signed:



Mark Reiner
Chairman

Date: 13 September 2023

Review Date: 12 September 2024