

DRUGS AND ALCOHOL POLICY



Background

There is a general belief that what people do outside working hours is their concern and should not affect their working lives. However, it is a fact that drugs and alcohol can impair work performance long after consumption, with potentially detrimental effects on behaviour and the way individuals perform. This makes it a workplace issue too.

Alcohol and drug misuse have become an ever increasing problem in society, affecting all types of businesses and occupations, and can have disastrous consequences for the individual, their families and their colleagues

KNOW YOUR LIMITS

Policy

Drug, alcohol and other substance misuse is everyone's concern. It damages health, causes absenteeism and reduced productivity.

As part of Rydon's health and safety policies the company is concerned with the general health and wellbeing of its workers and is committed to ensuring the highest possible safety standards in all its operations.

The company policy is to:

- Increase awareness and knowledge of drug and alcohol misuse and its associated risks;
- Make clear that excessive alcohol consumption or the possession and use of controlled drugs is considered unacceptable by the company;
- Work to improve the general health and welfare of its workers and decrease levels of absence arising from drug and alcohol misuse;
- Reduce the risk of incidents in the workplace that are caused by drugs or alcohol.

The intention is to ensure the presence of alcohol in workers during working hours is not above the legal limit as defined in the Road Traffic Act 1988 (as amended) and to eliminate any abuse, by employees, of controlled drugs as defined by the National Institute for Drug Abuse (NIDA).

Rydon's Employee Assistance Programme (EAP) offers help and advice to any employee, or their family, who have been misusing alcohol or drugs. They can be contacted 24 hours a day, 365 days a year on 0800 917 9330.

Governance

All policies within the company are approved by the Group Board which is chaired by the Chief Executive. Each policy is reviewed at least once annually to ensure that we respond to clients, business strategy, legislation and any standards or codes of practice determined by the market.

Co-ordination of matters relating to this policy are the responsibility of the Director of SHE, HR and Office Services.

Signed: 

Donna Newell
Director of SHE, HR and Office Services

Signed: 

Robert Bond
Group Chief Executive

Dated: September 2011