



Drugs and Alcohol Policy

Epping Scaffolding Services Limited holds Health and Safety as a core business value and is committed to creating a future free of incidents and injuries. The effective management of drug and alcohol abuse is an integral part of this.

It is the policy of Epping Scaffolding Services Limited:

- **To comply with all current legislation, in particular the Health & Safety at Work etc. Act 1974, the Misuse of Drugs Act 1971, and the Transport and Works Act 1992.**
- **To not knowingly permit any employee of Epping Scaffolding, its consultants and trade contractors, or anyone engaged directly or indirectly (a "Worker"), to report for work or attend work premises under the influence of alcohol or drugs, nor to consume these whilst on duty or on the premises.**
- **To implement control measures to prevent, as far as reasonably practicable, such people reporting for work or attending work premises:**
 - **When affected by drugs or excess alcohol; or**
 - **Consuming drugs or alcohol at work.**

These measures will include pre-employment, post incident and unannounced random drugs and alcohol screening.
- **To provide a positive approach to those Workers seeking help or guidance in overcoming alcohol and/or drug related problems, but only where these problems are raised at any time prior to being selected for random testing.**
- **To not knowingly employ or retain any Worker, directly or indirectly, who has been justifiably dismissed by any employer for drug and/or alcohol related offences within the previous 12 months. (Even after 12 months Epping Scaffolding Services Limited would require satisfactory evidence of reform, and the Worker must face the possibility of being re-tested at any time).**
- **To take suitable action, usually dismissal or termination of contract, against anyone testing positive to alcohol or drugs in breach of this policy.**

Any Worker found to have tested positive after any drug or alcohol test will be immediately suspended from the work in which they are engaged, pending a full investigation.

Workers testing positive for drugs or excess alcohol, or refusing to take a test, face sanctions up to and including termination of contract.

The above Policy will be reviewed in line with changes to legislation.

Terry Soper:
Managing Director:
Epping Scaffolding Services Limited

Tool Box Talk:

Supporting Notes to Drugs and Alcohol Policy

Alcohol and Drugs screening

Alcohol and drugs screening will include screening a randomly selected sample of Workers for the presence of drugs or excess alcohol.

The process of screening will take account of:

- **The consequences for safe operation where work performance may be impaired by drugs or alcohol**
- **The amount and type of supervision of those carrying out the work**
- **Arrangements for monitoring fitness of Workers to begin work**

Screening will be used to test for alcohol, drugs and other substances that may affect health and safety. Blood and urine samples provided by Workers under the screening procedure will not be used for any other purpose and will not be used to uncover other medical information without the Worker's consent.

Which drugs are not permitted?

- **Any illegal drug or substance, such as heroin, cannabis, cocaine, "ecstasy" or amphetamines;**
- **Any legal substance which is subject to abuse, such as glue or solvents;**
- **Unsafe levels of any legal substances, which may affect performance at work, such as antidepressants, sleeping pills, tranquilizers, antihistamines and medicines for coughs or colds. This includes medication prescribed by medical practitioner or purchased over the counter, where these are detected at levels in excess of legitimate use, in the opinion of the medical review officer, or a professional toxicologist.**

All of the above are given as examples only and not intended as a full list of the substances, which may cause a Worker to test positive. Workers should use their discretion and consult their doctor and their supervisor if in doubt.

How much alcohol is permitted?

The legal limit above which you must not drive in the UK is 35 micrograms of alcohol per 100 milliliters of breath or 80 milligrams of alcohol per 100 milliliters of blood. This is known as a "positive result" of an alcohol test.

What level of drug use is permitted?

For the purpose of this Policy, the use of drugs will be defined by urine testing positive for any of the following on their metabolites, and will result in the disciplinary procedure being activated:

- **Amphetamines**
- **Barbiturates**
- **Benzodiazepines**
- **Cannabis**
- **Cocaine**
- **MDMA (Ecstasy)**
- **Methadone**
- **Opiates**
- **Propoxyphene**
- **Any other drug of abuse**

Cannabis use

It is recognised that passive inhalation of cannabis may give a positive result of up to, but rarely over 50ng/ml.

As such, anyone testing positive to cannabis at levels over 50ng/ml, but under 100ng/ml will face disciplinary action, but not automatic dismissal. They will face a further random test and a second positive result within 6 months will usually lead to dismissal. Any person falling into this category will be offered access to Counselling, as described below.

Anyone testing positive at a level > 100ng/ml faces dismissal through the disciplinary procedure.

Appeals:

Workers refusing to take a test, attempting to avoid or defeat a test, or those who obtain a "positive result", may be subject to immediate suspension and termination of contract.

The effects of drugs and alcohol take time to wear off. A Worker testing positive is at risk of termination of their contract regardless of when the substance was consumed.

At appeal, only a Director of at least the level of the Senior Manager, or their equivalent, of the relevant business stream has the authority to overrule the termination of an individual's contract.

Counselling and rehabilitation:

Epping Scaffolding Services Limited offer, and will provide Counselling and support for any Worker who may have a problem with alcohol or drugs. It is the responsibility of the Worker to seek assistance immediately if they believe that they have a problem with alcohol or drugs.

Assistance is available confidentially via the individual's supervisor, line or project manager or Human Resources Advisor.

A Worker selected for random testing or testing positive for drugs or excess alcohol will not be able to avoid termination of contract by volunteering for counselling or rehabilitation at that stage.

