



Drugs & Alcohol Policy

Section: 2.4
Issue: 3
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This statement sets out the company's policy in respect of any operative whose performance of their duties is, or may be impaired as a result of drinking alcohol and/or taking drugs. The company has taken into account the Transport and Work Act 1992. Provided that operatives adhere to the provisions of this policy they will normally be able to demonstrate compliance with the Act, Company standard NR/L1/OHS/051 and Group Standard RIS-8070-TOM.

POLICY

The Company will take all reasonable steps to ensure that operatives are made aware of the contents of this statement. Furthermore, as a responsible employer, the company will have procedures in place to prevent, in so far as it is reasonably practicable, any non-compliance with the policy, and will have in place a reliable monitoring process to measure the effectiveness of such procedures.

It is a requirement of the company that its operatives must not, under any circumstances:

- Report or endeavour to report for duty when affected by drugs and/or alcohol.
- Report for duty in an unfit state due to the use of drugs and/or alcohol.
- Be in possession of alcohol and/or drugs whilst on duty.
- All operatives will be subject to a pre-employment drugs test thereafter.

A programme of screening has been put in place to:

- Detect the use of drugs by both existing and potential operatives.
- Detect the use of alcohol and/or drugs by any person(s) involved in an incident where there are grounds to suspect that the actions of the person(s) led to the incident,
- Detect the use of alcohol and/or drugs where abnormalities of behaviour prompt managerial interventions (which may include a request for screening).
- Undertake random screening on a risk based sample of the workforce annually. Lea Scaffolding will ensure 20% of total sponsored workforce will be randomly tested within a rolling 12 months as per the NWR requirements referred to above.

Positive results or failure to co-operate or provide the requested specimens will result in instant dismissal from Lea Scaffolding & Access Ltd, subject to investigation.

Employees failing the aforementioned tests will be instantly dismissed on the grounds of misconduct.

The Company will measure the effects of this policy and the monitoring process following a period of 12 months, at which time its adequacy will be reviewed.

Director	Tom Lea	Signed		Dated	14/12/2022
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