



DETECTAMET POCKLINGTON ALCOHOL AND DRUG POLICY



GENERAL POLICY STATEMENT

The Company wishes to pursue a policy to promote health and safety at work and acknowledges that it has a legal responsibility to safeguard the health, safety and welfare of all its employees and other persons who may be affected by alcoholism and drug abuse.

All Directors, Manager and Supervisors will be responsible for identifying and controlling risks at their level of responsibility. The General Manager will have overall responsibility for the effective implementation of the policy.

The Company reserves the right to initiate drug and alcohol screening/testing on all or part of the work force when their behaviour, attitude or an accident/incident gives rise to occasion doubt as to their performance.

Any employee, who has been medically prescribed drugs by their GP or consultant, or upon the advice of a pharmacist, should notify their manager or supervisor accordingly.

CONFIDENTIALITY

If you feel you may have a drink or drug problem you are advised to seek help at an early stage. The General Manager or the Health & Safety Manager can be contacted at any time and any discussions will be treated in the strictest confidence, subject to the provisions of the law.

ASSISTANCE

Drinking and drug problems will be treated as a health problem rather than an immediate cause for dismissal or disciplinary action if assistance/advice is sought. Any employee who seeks assistance/advice in relation to a drinking or drug problem will not be discriminated against in any way.

The following information contained in this section, has been taken from the following publications:

1. HSE "Don't Mix it", a guide for employers on alcohol at work, 11/96, IND (G) 240L
2. HSE "Drug Misuse at Work", a guide for employers, 1/98, INDG91 (Rev 2)

Ref No: HSEF 75	Authorised By:	Dated: 10-12-2010
Page 1 of 4		Issue No : 1



DETECTAMET POCKLINGTON ALCOHOL AND DRUG POLICY



1. ALCOHOL

“Effects on the Individual”

The Governments guidance on sensible drinking, published in December 1995, lists the following examples of specific situations when the best advice is not to drink at all:

- Before or during driving.
- Before using machinery, electrical equipment or ladders.
- Before working or in the workplace when appropriate functioning would be adversely affected by alcohol.

Blood alcohol concentration levels lower than the drink/drive limit can still reduce physical co-ordination and reaction speeds. It also affects thinking, judgement and mood. People may feel more relaxed and less inhibited after a couple of drinks but getting drunk can lead to arguments, mood swings, and even violence.

The effects of heavy drinking the previous night can last into the next day. After getting drunk, alcohol should be avoided for 48 hours to give body tissue time to recover. However, this is a short-term measure and people whose pattern of drinking places them at significant risk should seek professional advice.

People who drink very heavily may develop psychological and emotional problems, including depression. Drinking alcohol raises the drinker’s blood pressure. This can increase the risk of coronary heart disease and some kinds of stroke. Regular heavy drinking can also increase the risk of liver damage, cirrhosis of the liver, and cancers of the mouth and throat.

COMPANY RULES AND REGULATIONS

The Company requires its employees to attend for work in a fit and appropriate state with no impairment from the effects of alcohol. Being unfit for work due to alcohol consumption is prohibited and grounds for summary termination of employment.

Alcohol consumption during working hours is strictly prohibited and will result in summary termination of employment.

The Company reserves the right to initiate disciplinary action and arrange for alcohol testing on employees in the following specific circumstances:

- After an accident or incident, where there is suspicion of drinking that contravenes the Company’s regulations.
- Employees suspected of reporting for work with alcohol in their bloodstream from the previous evening’s drinking.

Ref No: HSEF 75	Authorised By:		Dated: 10-12-2010
Page 2 of 4			Issue No : 1



**DETECTAMET POCKLINGTON
ALCOHOL AND DRUG POLICY**



- Witness evidence of erratic behaviour, which it is suspected, may put the health and safety of any employee at increased risk.

If you refuse to undergo a medical examination in such circumstances your refusal will constitute serious misconduct within the Company’s disciplinary procedures.

DRUG MISUSE

This policy of “drug misuse” refers to the use of illegal drugs and the misuse, whether deliberate or unintentional, of prescribed drugs and substances such as solvents.

Drug misuse can harm the misuser, both, physically and mentally and, through the misuser’s actions, other people and the environment.

Drugs can affect the brain and the body in a number of ways. They can alter the way a person thinks, perceives and feels, and this can lead to either impaired judgement or concentration. Drug misuse can also bring about the neglect of general health and well-being. This may adversely influence performance at work, even when the misuse takes place outside the workplace.

The Misuse of Drugs Act 1971 makes the production, supply and possession of the following controlled drugs unlawful except in certain specified circumstances e.g. prescribed by a doctor.

- CLASS A Includes ecstasy, cocaine, heroin, LSD, mescaline, methadone, morphine, opium and injectable forms of Class B drugs.
- CLASS B Includes oral preparations of amphetamines, barbiturates, cannabis, codeine and methaqualone (Mandrax).
- CLASS C Includes the benzodiazepines (e.g. Temazepan, Mogadon, Librium, Ativan, Valium) other less harmful drugs of the Amphetamine group and anabolic steroids. Solvents, Poppers, (Alkyl Nitrate and Amyl Nitrate), cannabis resin,

The penalty for offences involving controlled drugs depends on the classification of the drug. Penalties for misuse of Class A drugs are more severe than those for Class B drugs which, in turn, are more severe than the penalties for Class C drugs. The Act also distinguishes, in terms of the penalties that may be imposed, between the offences of possession and drug trafficking or supplying, with the latter attracting higher penalties.

Ref No: HSEF 75	Authorised By:		Dated: 10-12-2010
Page 3 of 4			Issue No : 1



DETECTAMET POCKLINGTON
ALCOHOL AND DRUG POLICY



COMPANY RULES AND REGULATIONS

The Company requires its employees to attend for work in a fit and appropriate state with no impairment from the effects of drug misuse. Being unfit for work due to drug misuse is prohibited and grounds for summary termination of employment.

Drug misuse during working hours is strictly prohibited and will result in summary termination of employment.

The Company reserves the right to initiate disciplinary action and refer employees for drug testing in the following specific circumstances:

- If help is refused and/or impaired performance continues
- After an accident/incident, where there is suspicion of drug misuse
- Witness evidence of erratic behaviour, which it is suspected, may put the health and safety of any employee at increased risk.

If you refuse to undergo a medical examination in such circumstances your refusal will constitute serious misconduct within the Company's disciplinary procedures.

If, having undergone a medical examination, it is confirmed that you have been positively tested for a controlled drug or you admit there is a problem, the Company reserves the right to suspend you from your employment to allow the Company to decide whether to deal with the matter under the terms of the Company's disciplinary procedure or to require you to undergo treatment and rehabilitation.

NOTE:

Possession/dealing will be reported immediately to the police.

Ref No: HSEF 75	Authorised By:		Dated: 10-12-2010
Page 4 of 4			Issue No : 1



DETECTAMET POCKLINGTON
ALCOHOL AND DRUG POLICY



APPENDIX 1 MOST COMMONLY MISUSED SUBSTANCES IN THE UK

Name (street names include:	How usually taken:	Effects sought:	Harmful effects include:	Legal status:
Heroin (smack, horse, gear, H, junk, brown, stag, scag, jack)	Injected, snorted or smoked.	Drowsiness, sense of warmth and well-being	Physical dependence, tolerance, overdose can lead to coma and even death. Sharing injecting equipment brings risk of HIV or hepatitis infection.	Class A
Cocaine (coke, Charlie, snow, C)	Snorted in powdered form, injected.	Drowsiness, sense of warmth and well-being	Dependence, restlessness, paranoia, damage to nasal membranes.	Class A
Crack (freebase, rock, wash, stone)	Smokable form of cocaine.	Similar to those of snorted cocaine but initial feelings are much more intense.	As for cocaine but because of the intensity of its effects, crack use can be extremely hard to control, damage to lungs.	Class A
Ecstasy (E, XTC, doves, disco biscuits, echoes, Scooby doos) Chemical Name: MDMA	Swallowed, usually in tablet form.	Alert and energetic but with calmness and a sense of well being towards others. Heightened sense of sound and colour	Possible nausea and panic, overheating and dehydration if dancing which can be fatal. Use has been linked to liver and kidney problems. Long-term effects not clear but may include mental illness and depression.	Class A
LSD (acid, trips, tabs, dots, blotters, microdots)	Swallowed on tiny square of paper	Hallucinations, including distorted or mixed-up sense of vision, hearing and time. An LSD trip can last as long as 8-12 hours.	There is no way of stopping a bad trip, which may be a very frightening experience. Increased risk of accidents can trigger long term mental problems.	Class A
Magic Mushrooms (shrooms, mushies)	Eaten raw or dried, cooked in food or brewed in a tea.	Similar effects to those of LSD but the trip are often milder and shorter.	As for LSD, with the additional risk of sickness and poisoning.	Not illegal in raw state but Class A once dried or processed in any way.



DETECTAMET POCKLINGTON
ALCOHOL AND DRUG POLICY



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Name (Street/Trade names include):	How usually taken:	Effects sought	Harmful effects include:	Legal Status
Cannabis (hash, dope, grass, blow, ganja, weed, shit, puff, marijuana)	Rolled with tobacco into joints or reefers and smoked, smoked in a pipe or eaten.	Relaxed, talkative state, heightened sense of sound and colour.	Impaired co-ordination and increased risk of accidents, poor concentration, anxiety, depression, increased risk of respiratory diseases including lung cancer.	Class C
Barbiturates (barbs, downers)	Swallowed as tablets or capsules, injected - ampoules	Calm and relaxed state, larger doses produce a drunken effect.	Dependency and tolerance, overdose can lead to coma or even death. Severe withdrawal symptoms.	Class B
Amphetamines (Speed, whizz, uppers, billy, sulph, amp).	In powder form, dissolved in drinks, injected, sniffed/snorted	Stimulates the nervous system, wakefulness, feeling of energy and confidence.	Insomnia, mood swings, irritability, panic. The comedown (hangover) can be severe and last for several days.	Class B
Tranquilizers (brand names include: Valium, Altivan, Mogadon (moggies), Temazepam (wobblies, mazzies, jellies).	Swallowed as tablets or capsules, injected.	Prescribed for the relief of anxiety and to treat insomnia, high doses cause drowsiness.	Dependency and tolerance, increased risk of accidents, overdose can be fatal, severe withdrawal symptoms.	Class C. Available only on prescription (Medicines Act). Supply is illegal but apart from Temazepam, not illegal to possess without a prescription. (Misuse of Drugs Act 1971 and associated Regulations).



DETECTAMET POCKLINGTON
ALCOHOL AND DRUG POLICY



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Name (street/trade names include):	How usually taken:	Effects sought:	Harmful effects include:	Legal Status
Anabolic steroids (many trade names)	Injected or swallowed as tablets.	With exercise can help to build up muscle. However, there is some debate about whether the drug improves the muscle power and athletic performance.	For men: erection problems, risk of heart attack or liver problems. For women: development of male characteristics. Injecting equipment brings risk of HIV or hepatitis infection.	Class C
Poppers (alkyl nitrates, including amyl nitrate with trade names such as Ram, TNT, Thrust).	Vapours from small bottle of liquid are breathed in through mouth or nose.	Brief and intense head-rush caused by sudden surge of blood through the brain.	Nausea and headaches, fainting, loss of balance, skin problems around the mouth and nose, particularly dangerous for those with glaucoma, anaemia, breathing or heart problems.	Not illegal to possess but supply without prescription is illegal and can be an offence.
Solvents (Including lighter gas refills, aerosols, and glues). Some painter thinners and correction fluids.	Sniffed or breathed into the lungs.	Short-lived effects similar to being drunk, thick-headed, dizziness, possible hallucinations.	Nausea, blackouts, increased risk of accidents. Fatal heart problems can cause instant death.	Not illegal to possess but it is illegal for a shopkeeper to sell solvents to anyone under 18; if they suspect they are intended for misuse.



DETECTAMET POCKLINGTON
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