

Purpose of Policy:

The purpose of this policy is to set out Bigfoot Logistics' policy in relation to drug and alcohol abuse.

Scope of Policy:

This policy applies to all employees, drivers and all persons coming onto Bigfoot Logistics premises. As part of the organisation's induction process, new starters will be told about this policy and shown where it is in the driver's handbook. Existing employees will be given a copy of this updated policy.

Policy Statement:

Bigfoot Logistics is committed to ensuring the health, safety and welfare of its employees and those affected by its activities. It will take all reasonable steps to reduce, if not eliminate, the risk of injuries or incidents occurring due to individuals suffering from the effects of alcohol or substance abuse.

Bigfoot Logistics prohibits the drinking of alcohol by employees and sub-contractors at any time in the workplace or on company business.

The organisation will take all reasonable steps to prevent employees and sub-contractors carrying out work-related activities if they are considered to be unfit/unsafe to undertake the work as a result of alcohol consumption or substance abuse.

The organisation expressly prohibits the use of any illegal drugs (including psychoactive substances, including those formerly known as "legal highs") or any prescription drugs that have not been prescribed for the user. It is a criminal offence to be in possession of, use or distribute an illicit substance and to produce, supply or possess with intent to supply psychoactive substances. If any such incidents take place on organisation premises, in organisation vehicles or at a company function, they will be regarded as serious, will be investigated by the organisation, and may lead to disciplinary action and possible reporting to the police.

No employee or other person under the organisation's control shall, in connection with any work-related activity:

- report, or endeavour to report, for duty having consumed drugs or alcohol likely to render them unfit and/or unsafe for work;
- consume or be under the influence of drugs or alcohol while on duty [unless, in the case of alcohol, with the agreement of line management for the purposes of official company entertaining];
- store drugs or alcohol in personal areas such as lockers and desk drawers; or
- attempt to sell or give drugs or alcohol to any other employee or other person on the company premises.

Non-Compliance

Any breach of this policy will render you liable to instant dismissal.

It is important to consider that alcohol remains in the blood for a significant time after consumption has taken place, and therefore significant consumption of alcohol in an evening can result in you being over the legal driving limit some time into the following day.

Driving under the influence of alcohol is a criminal offence which can result in a driving ban or even a prison sentence.

The current legal limit of alcohol in the blood in England, Wales and Northern Ireland is 80mg to 100 ml of blood (50mg in Scotland), however any alcohol in the blood can adversely affect your ability to drive.

A conviction for drink driving is deemed a very serious offence by Bigfoot Logistics and may result in termination of employment, especially in the case of disqualification from driving where driving is a necessity of your job function.

If you receive a driving ban for any of these offences, you must inform duty Supervisor immediately.

Drug Driving is the term used to describe anyone who gets behind the wheel of a vehicle under the influence of any substance (legal or illegal) that is likely to impair their driving ability. It's an offence to drive a motor vehicle while under the influence of a controlled drug and carries the same penalties as Drink Driving, a ban and a fine of up to £5,000 or up to six months in jail. If a person under the influence of drugs causes a fatal accident, they could face a two-year ban and a maximum of 14 years in jail.

Police Officers now have powers to undertake roadside drug tests on drivers.

Roles and Responsibilities:

Employees:

Employees must inform the duty Supervisor regarding any prescribed medication that may influence their ability to drive or carry out their work safely and must follow any instructions subsequently given. Drugs that cause drowsiness must not be used while at work.

If you are being prescribed drugs for any medical condition, it is important to make the situation clear to any doctor who is treating you, that you are a professional driver.

Driving whilst under the influence of some prescribed medication is also illegal. In the case of prescription drugs, you must ensure that you are able to drive whilst taking the medication, as well as ensuring you do not exceed the recommended dosage. If in doubt you should consult the instructions supplied with the medication (they will often advise not to drive or operate heavy machinery) or consult your GP.

Any employee suffering from drug or alcohol dependency should declare such dependency, and the organisation will subsequently provide reasonable assistance, treating absences for treatment and/or rehabilitation as any other sickness absence.

Senior management:

This policy will be kept up to date and amended accordingly to reflect any changes in response to revised legislation and applicable standards and guidelines.

This policy is fully supported by the Managing Director. In support of this intent, the policy will be reviewed at least annually by the Health, Safety and Compliance officer. The organisation will provide sufficient financial support and all other necessary resources for the full implementation of this policy.

Bigfoot Logistics will make every effort to find alternative employment for drivers who are temporarily rendered unfit to drive, as a result of prescribed medication but who are still able to undertake other duties.

Supervisors will act upon information received regarding drug or alcohol dependency/misuse and specific risk assessments will be carried out for those vulnerable persons.

Communication

- a) Induction Manual
- b) Company Policy Manual

Related Policies

- a) Health and Safety at Work etc Act 1974
- b) Management of Health and Safety at Work Regulations 1999