

POLICY STATEMENT

The company recognises the consistent view of local and international health authorities regarding the consumption of alcohol and drugs that are hazardous to the health of the individual and those who come into contact with them. Additionally Health & Safety require all employers to provide a healthy working environment.

GLOSSARY OF TERMS

CROSS REFERENCES and other RESOURCE MATERIAL

[Drugs and Alcohol](#)
[NI Drug Misuse](#)

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Drug and Alcohol

A drug for the purposes of this policy include alcohol and other addictive substances that can impair the health and ability of an employee to safely and successfully carry out the requirements of their position.

The company recognises the consistent view of local and International health authorities regarding the consumption of alcohol and drugs that are hazardous to the health of the individual and those who come into contact with them. Additionally Health & Safety requires all employers to provide a healthy working environment.

As a result the possession, consumption or distribution of alcohol or illegal drugs (other than those prescribed by a registered medical practitioner) is not permitted on company premises or when undertaking company duties.

On special occasions alcohol may be consumed, subject to approval by the Directors.

Disciplinary Action

Employees identified as consuming alcohol or drugs (other than prescribed) in the workplace or attending company business whilst under the influence of such substances may be suspended from employment and under go disciplinary counselling.

Medical Assistance

Substance abuse is a health issue that effects the safety of individuals and all employees and medical assistance should be sought be if required.