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Drugs & Alcohol Policy

February 2022

ALCOHOL

Employees with an alcohol problem have the same rights to confidentiality and support as they would for any other medical or psychological condition. Absence for treatment and rehabilitation will be regarded as normal sickness and Dougall Baillie Associates recognises that relapses may occur.

Even at blood alcohol concentrations lower than the legal drink/drive limit, alcohol reduces physical co-ordination and reaction speeds. It also affects thinking, judgement and mood. While all support will be given to anyone who expresses a problem with alcohol, Dougall Baillie Associates will not tolerate the operation of machinery or vehicles by any employee under the influence of alcohol. Equally the undertaking of any activity where the probability or consequences of an accident are increased by the effects of alcohol.

DRUGS

Employees with a drug problem have the same rights to confidentiality and support as they would for any other medical or psychological condition unless evidence or information supplied suggests the law has been broken. Absence for treatment and rehabilitation will be regarded as normal sickness and Dougall Baillie Associates recognises that relapses may occur.

Dougall Baillie Associates will not tolerate the operation of machinery or vehicles by any employee under the influence of drugs. Equally the undertaking of any activity where the probability or consequences of an accident are increased by the effects of drugs.

Additionally, if help is refused and/or impaired performance continues, then disciplinary action is likely. Dismissal action may be taken in cases of gross misconduct and possession/dealing will be reported immediately to the police.

Any staff taking prescription drugs that could impair their work activities must inform their supervisor so that reasonable adjustments can be made.

Signed:



Date: 02/02/22

(Director)

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