



Drugs and Alcohol Policy

It is the Policy of ACG Scaffolding to provide and maintain a safe working environment for its personnel, free from the adverse effects of illicit and prescribed drugs and/or alcohol. ACG will comply fully and completely with the requirements of the Health & Safety at Work etc Act 1974.

These require that personnel who bring risk into the workplace will not be under the influence of drugs or alcohol. The Health & Safety at Work etc Act and the Transport and Works Act make it illegal to do so.

ACG will apply this policy to all persons working on behalf of the company, whether on site, on company premises or travelling in company vehicles.

ACG will achieve this policy by: -

- Requiring all personnel to agree to be tested (e.g. urine, blood, breath etc.) for drugs and alcohol before, or during employment and promotion to safety critical work, if so selected.
- Carrying out unannounced drugs and alcohol tests on personnel each year. The selection process will be on a random basis.
- Carrying out a drugs and alcohol test on any person who the company (or its customers) believes may be operating under the influence of drugs or alcohol.
- Preventing company personnel from going into or requiring them to leave their designated place of work, if it is considered they may be under the influence of drugs or alcohol.
- Disciplining any person who fails a drugs or alcohol test. (Refusing to take a test is classed as a failure). This may lead to the termination of a person's employment, in cases of gross misconduct.
- Determining what drugs are to be tested.
- Report any person found possessing, or dealing in drugs at work, to the police.

To achieve the requirements of the policy, employees must: -

- Not carry or use any illegal substances at any time.
- Not drink alcohol in the 8 hours prior to reporting for normal work duties.
- Not drink alcohol at any time whilst at work or on standby call for available work.
- Not wear company clothing or display any company identification whilst on licensed premises.



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- Not report for work if they believe they are under the influence of drugs or alcohol.
- Notify the company if taking medicines which might impair their judgement or ability to carry out work in a safe and competent manner.

To assist in preventing personnel being under the influence of drugs or alcohol the ACG will: -

- Encourage those with a drug problem to seek help voluntarily.
- Provide advice on coping with the effects of drugs and alcohol.
- Provide advice on the circumstances which may lead to drugs and/or alcohol dependency.
- Provide information to prevent inadvertent breach of the policy (e.g. list prescription and over-the-counter drugs) which may produce a test failure.
- Provide training to Managers and Supervisors to assist them to identify the effects of drugs and alcohol.

The requirements of this policy will be made known to all employees and subcontractors as part of the first day induction package.

All employees' medical records, including any detailed information on the results of drugs and alcohol testing will be strictly confidential.

This policy will be reviewed annually for its continued suitability.

Approved by.....*V Gilmore*.....

Date...07/04/2021

Victoria Gilmore of ACG Scaffolding



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