

Drugs & Alcohol Policy Statement

At OnSite Support Ltd we are committed to ensuring the health and safety of our employees, those who work on our sites and those who are and may be affected by our works. One element of that commitment is to ensure that our employees and others, such as consultants, sub-contractors or agency workers, hereafter known as contractors and other third parties, are not placing themselves or others at risk by the misuse of drugs or alcohol. The purpose of this policy is to ensure that employees and contractors do not report for work in an unfit state by virtue of use of alcohol or drugs, including both illegal drugs, legal medication and legal highs (properly known as Novel Psychoactive Substances), nor consume or be in possession of alcohol, or any drug that may affect their ability to undertake their duties.

OnSite Support Ltd is committed to creating an Injury-Free Environment (IFE) by fostering a culture of care and concern for people, which demands that everybody accepts responsibility for their own and others wellbeing. This policy forms part of that commitment.

OnSite Support Ltd will assist with the rehabilitation of employees who voluntarily seek help for drug and alcohol related problems. Such individuals must, however, seek assistance at the earliest possible opportunity. Subsequent discovery, or a disclosure prompted by impending screening, will not be acceptable and will not provide immunity to an individual from consequential disciplinary action

No employee or contractor will:

- Report in an unfit state due to the use of drugs or alcohol
- Be in possession of alcohol or drugs of abuse in the workplace or;
- Consume alcohol or use drugs during working hours.

A programme of screening, including 'for cause', and random unannounced screening for all employees, has been put in place which includes procedures intended to:

- Detect the use of drugs and/or alcohol by any person(s), employees and contractors alike, involved in a safety related incident where there is a possibility that the actions or omissions of the person(s) led to the incident
- Detect the use of drugs and/or alcohol where employees or contractors behaviour prompts cause for concern
- Detect, via random screening, employees or contractors who may be under the influence of drugs or alcohol.

OnSite Support Ltd will not tolerate any departure from the requirements contained in either this policy or accompanying procedure and will regard any infringement, including where a member of staff refuses to be screened without good cause, as gross misconduct and will instigate appropriate disciplinary action.



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Date:.....

**Warren Lynes,
Managing Director**

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