



## CC\_HR06 Drug and Alcohol Policy

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## **1. Introduction**

This policy sets out the Company's policy and procedure for dealing with problems at work which arise as a result of the misuse of alcohol or drugs.

The objectives of the policy are:

- to ensure staff are aware of Company's expectations regarding the consumption of alcohol whilst they are at work;
- to prevent alcohol or drug misuse problems arising by promoting awareness of health information on alcohol and drugs to employees;
- to help motivate those employees whose drinking habits or use of drugs affect their work performance, to seek and accept appropriate counselling or treatment;
- to reduce nationally identified alcohol or drug related problems at work such as increased absenteeism, poor time keeping, high sickness levels, accidents at work, impaired work performance.

## **2. Purpose**

The Company recognises that the misuse of alcohol or drugs may place the health of employees at risk and may affect the capability of employees to perform their duties.

Employees who have alcohol or drug related problems will be regarded for employment purposes as suffering from an illness and will be encouraged to seek help and treatment voluntarily. However, the use of the Company's disciplinary procedure is not precluded where an employee, while under the influence of alcohol or other substances, behaves in a manner contrary to the standards of safety and behaviour required by the Company of its employees.

It is recognised that rules on the consumption of alcohol and use of drugs are necessary to set out clearly the Company's expectation of the behaviour of employees.

## **3. Confidentiality**

Alcohol or drug related work problems which are identified will be dealt with sensitively. Any personal or medical information, which is divulged by an employee with an alcohol/drug problem to their Manager, will be confidential. Employees who have concerns that alcohol or drug related problems may exist in the workplace will be able to raise such concerns in confidence and without fear of victimisation.

## **4. Representation**

A Trade Union Representative (if applicable) or other person of their choice (not acting in a legal capacity) may accompany employees at each stage of the procedure.

## **5. Communication of the Policy**

All employees will be advised of the alcohol and drugs at work policy and its implications for their behaviour at work. The availability of assistance and advice on alcohol/drug related issues will be highlighted.

## **6. Roles And Responsibilities**

### **6.1 Role of Employees**

- All employees have a responsibility to make the policy work.
- Employees are required to familiarise themselves with and abide by the standards required at work in relation to the consumption of alcohol and use of drugs.
- Employees with alcohol or drug problems will be required to seek help and assistance and will have a responsibility for their own well being and safety, and that of colleagues.
- Employees who are concerned that alcohol/drug related problems exist in the workplace are encouraged to raise these concerns with their manager or appropriate alternative person

### **6.2 Role of Line Manager**

- Line Managers have a responsibility to ensure that employees are aware of general and specific rules, standards and procedures relating to the use of alcohol/drugs in the context of their employment.
- They should be aware that their normal behaviour in relation to the use of alcohol/drugs may influence members of staff for whom they are responsible.
- As part of the normal management process Line Managers' should be alert to and monitor changes in work performance, attendance, sickness and accident patterns.
- Line Managers should intervene at an early stage where there are signs of problems and refer employees for assistance where appropriate.

*Please refer to Appendix 1 - Key Indicators of Problems Relating to Drug or Alcohol Misuse for further information.*

## **7. Expectations of Employees**

The following section sets out the Company's expectation of its employees' behaviour at work in relation to the consumption of alcohol/use of drugs.

Employees should be aware of their responsibilities under the Health and Safety Legislation (Health & Safety at Work Act 1974 Section 8).

Rules relating to the consumption of alcohol and to the use of drugs:

- Employees have a responsibility to ensure they are fit for work, and their capability to perform their duties should be unimpaired by the misuse of alcohol or drugs. Employees should be aware that misuse outside work might affect their capability at work.
- In addition to the question of capability, employees should be aware that smelling of alcohol can create an unsatisfactory impression and could undermine confidence.
- The misuse of alcohol by employees in the course of their duties is unacceptable.
- Possession of alcohol on work premises in circumstances which may reasonably be regarded as giving rise to misuse will not be acceptable - careful investigations, would take place before any action was taken.
- On occasions when alcoholic drinks are available to employees on work premises e.g. social occasions, employees should be aware of the general requirement by the Company and the sensible approach to the use of alcohol and the more specific requirement to comply with drink driving legislation.
- The misuse of prescribed drugs and substances such as solvents by employees on duty is unacceptable.
- The possession or use of illegal drugs by employees on the Company's premises is totally unacceptable. It may lead to a criminal prosecution and will lead to disciplinary action.
- *These standards are designed to define good practice and breaches of such practice will be dealt with under this procedure or the disciplinary procedure, as appropriate, depending on the circumstances of the case.*

## **8. Procedure**

Identification of an alcohol/drugs related problem at work:

- Indications that an employee is suffering from problems at work which may be associated with his/her misuse of alcohol/drugs may be identified by a number of key indicators outlined in Appendix A. Such indications of concern may first be identified by work colleagues. In order to deal effectively with such problems, to ensure that they do not escalate and that the employee can be given appropriate help and advice, it is important to intervene at an early stage.
- Colleagues are required to advise the Senior Manager of any concerns they have over an employee's potential misuse of alcohol or drugs. This is the most appropriate way to support a colleague and the conversation will be in strictest confidence. Any breaches of confidentiality will be dealt with under the disciplinary procedure.

- Where an employee has a potential problem related to their own use of alcohol/drugs, they can, if they wish raise the problem with their Line Manager who will advise them in line with the principles set out in this policy. Alternatively, they may approach occupational health or an alternative medical professional for help and advice. This will be confidential.

## **9. Informal Action**

Where concerns have been raised in connection with an employee's potential misuse of alcohol/drugs, the Line Manager will, as part of the normal management process, arrange to discuss their concerns with the employee, promptly and confidentially on an informal basis.

This meeting should cover the following points only:

The employee should be asked an open question as to whether there are any issues/problems they would like to discuss.

The Line Manager should make a statement such as: "it has been brought to my attention that you may have a substance or alcohol misuse problem. As such, I am obliged to give you this information relating to names and addresses of possible sources of help." This is not an accusation or challenge, merely an invitation for the employee's response.

The Line Manager should then listen to any response that the employee wishes to give.

A review meeting should be set for between 2-4 weeks (no longer). In the interim period the Line Manager will monitor the employee against the indicators in Appendix A. This will provide the employee with space and time to reflect on their situation and give the Line Manager time to assess the scale of the problem.

The member of staff is entitled to have a Trade Union representative or other colleague or friend (not acting in a legal capacity) present at the review meeting.

If the Line Manager has not observed any of the indicators during the given period, there will be a discussion about the situation and further assessment if necessary.

If the Line Manager has observed problems in behaviour, the member of staff will be referred to an appropriate medical professional for assessment (see formal action).

The Line Manager will be supportive to the employee in overcoming any problems which are identified. However, the Line Manager will also make clear the nature and extent of the improvement required and the timescale for the improvement. The Line Manager will have a responsibility not to tolerate any breach of safe working practice that could endanger the employee or others. Arrangements will be made to monitor and review the situation.

In all the above steps the employee should be offered support via occupational health (or equivalent) service.

## **10. Formal Action**

If it is necessary to consider formal action it will be appropriate to use Disciplinary Procedure as described below.

Any breach of the disciplinary rules in relation to the consumption of alcohol or use of drugs at work will be dealt with under the disciplinary procedure. Any health problems that an employee may volunteer in mitigation will be taken into account prior to deciding on any disciplinary action.

A full occupational health (or equivalent) assessment should have been carried out, before a decision is made following a disciplinary hearing.

## **11. Conclusion**

It is recognised that despite efforts to help and support employees with alcohol/drug related problems at work, if such problems are not resolved, ultimately dismissal on the grounds of lack of capability or misconduct or ill health retirement could be an outcome. However each case will be dealt with on its merits and it is the intention of this procedure that by identifying and dealing with problems at an early stage such serious action can be avoided.

## **11. Appendix 1 - Key Indicators of Problems Relating to Drug or Alcohol Misuse**

Note the presence and frequency of any of the following indicators of long term, excessive amounts of alcohol consumed on a more or less daily basis or in "bouts", or of regular substance misuse.

It should be noted that the presence of one or two of these indicators may be indicative of a number of other illnesses/problems and is not necessarily a sign of alcohol or drug misuse.

### **Physical Problems;**

1. Frequent hangovers.
2. Blackouts (difficulty in remembering the night before).
3. Bleary eyes.
4. Anaemia.
5. Frequent minor illnesses and accidents.
6. Hospital admissions for substance withdrawal.

### **Psychological Problems**

1. Drinking to avoid problems.
2. Down playing the amounts used, minimising the potential harm being done.
3. Guilt feelings.
4. Embarrassment at actions while drinking.
5. Nervousness and irritability.
6. Anxiety and depression.
7. Sudden mood changes.
8. Euphoria.
9. Inability to sleep.

### **Social Problems**

1. Family and job problems.
2. Isolation.
3. Lateness and leaving early.
4. Missing appointments.
5. Neglecting details.
6. Forgetfulness.
7. Decline in appearance or gaining weight.
8. Avoidance of friends.

### **Financial Problems**

1. Frequent sick leave from work.
2. Concern about spending on drink.
3. Borrowing money and unpaid bills.

### **Consumption of Alcohol**

One in 25 people in Britain are dependent on alcohol causing severe problems for their families and colleagues as well as themselves.

Approximately one in five patients admitted to general hospitals has an alcohol related problem.

Recent studies show that:

men drinking over 21 units per week take twice as much sickness absence as men drinking less than 21 units.

up to 25% of accidents at work involve intoxicated workers

8-14 million working days are lost each year as a result of alcohol related problems

Alcohol is measured by the “unit” system.

One unit of alcohol = one-half pint of beer

or = one glass of wine (normal strength)

or = one glass of sherry

or = one single whiskey.

NB The strength of alcohol of beer and wine will affect the number of units it contains. Extra strong beer, for example, contains up to three times as much alcohol as ordinary beer.

	Units Per Week	
	Women	Men
1. Low	0 - 14	0 - 21
2. Increasing potential for harm	14 – 35	21 – 50
3. Harmful	35+	50+

On average, women are affected faster and by less alcohol than men. This is related to their body size and also to a higher proportion of body fat to fluid. It has been shown that women are at risk of developing alcohol related illnesses earlier at lower levels of consumption than men.

The Royal College of Psychiatrists has suggested that the recommendations for safe levels of consumption should advise no more than three units a day for a man and no more than two units a day for a woman.

## **Drugs and The Workplace**

Most people do not think there is a problem of drugs in the workplace. However, the 1995 White Paper “Tackling Drugs Together” estimated that three million people, ie 6% of the population, take illegal drugs and a MORI survey showed that a significant number of people aged 20-24 had experimented with at least one drug (eg cannabis, ecstasy, amphetamines). While evidence is still being gathered, it is reasonable to assume that any workplace may encounter employees who use drugs.

Research has shown that employees who use drugs are:

2.5 times more likely to have absences of eight days or more

5 times more likely to be involved in an accident off the job

3.6 times more likely to injure themselves or another in the workplace

The Health & Safety Executive found in 1994 that illness and accidents at work cost an employer 10% of trading profits or £360 per employee. Added to this is the personal and family stress and hardship caused.

## **12. Sources of Help and Guidance**

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Al-anon 020 7403 0888

Alcoholics Anonymous 020 7833 0022

Drugs Problem Helpline 01375 743434

Kaleidoscope 020 8549 2681

National Alcohol Helpline 020 7332 0202

National Drugs Helpline 0800 776600

Narcotics Anonymous 020 730 0009

Or visit a GP or Practice Nurse

**VERSION HISTORY TABLE**

<b>VERSION</b>	<b>DATE UPDATED</b>	<b>UPDATED BY</b>	<b>REASONS</b>
<b>08. HR Policy</b>	04/12/2015	AB	Separated from 08. HR Policy, ratified by HR director, issued as v1.0
1.0	N/A	JH	Reviewed – legislation up to date