



## **Drugs & Alcohol Policy Statement**

T-Services (N.E.) Limited is committed to providing a safe and secure environment for everyone affected by its work activities. This policy recognises the inherent risks associated with drugs, alcohol, and substance abuse and is designed to protect our employees, visitors and members of the public from these risks.

The organisation strictly prohibits the following and anyone found in breach of these requirements will be immediately and permanently removed from the workplace:

- Being in possession of un-prescribed controlled drugs or substances intended for abuse at work
- Consumption of alcohol, un-prescribed controlled drugs, psychoactive substances or substance abuse at work
- Trade in or supply of alcohol, controlled drugs, psychoactive substances or permitting their presence or use by others at work
- Reporting for work while over the legally permitted blood or breath alcohol limit
- Reporting for work having consumed un-prescribed controlled drugs, psychoactive substances or engaged in substance abuse, to the extent that such substances or their metabolites would be present in the body and would be revealed as a positive result under a drug test
- Reporting for work having taken prescribed or over the counter drugs which may have side-effects that affect an individual's ability to work safely, without informing their manager.

We accept that dependence on alcohol, drugs or substances capable of abuse may be an addiction. Employees who come forward and admit to having a dependency problem (but not after or immediately before testing for alcohol or drugs) will be interviewed and, at our absolute discretion, offered counselling and/or medical support as reasonable and appropriate.

### **THE LAW ON DRUGS AND ALCOHOL AT WORK**

#### Health and Safety at Work Act 1974:

- All employers have a general duty to ensure the health, safety and welfare of their employees. If an employer knowingly allowed an employee under the influence of alcohol or drugs to continue working and this placed the employee or others at risk, the employer could be liable to charges
- Employees are also required to take reasonable care of themselves and others who could be affected by what they do. They, too, could be liable to charge if their alcohol consumption or drug-taking put safety at risk.

#### The Misuse of Drugs Act 1971:

- Makes it an offence to possess, supply, offer to supply or produce controlled drugs without authorisation
- It is also an offence for the occupier of premises to permit knowingly the production or supply of any controlled drugs or allow the smoking of cannabis or opium on those premises.

Under common law:

- It is an offence to 'aid and abet' the commission of an offence under the Misuse of Drugs Act.

Under the Misuse of Drugs Act drugs are classified according to their perceived danger.

Class A drugs include ecstasy, cocaine, heroin, LSD, mescaline, methadone, morphine, opium and injectable forms of class B drugs.

Class B includes cannabis, cannabis resin, oral preparations of amphetamines, barbiturates, codeine and methaqualone (Mandrax).

Class C includes most benzodiazepine (for example, Temazepam, Valium), other less harmful drugs of the amphetamine group, and anabolic steroids.

Further sources of advice and information:

Drugscope

DrugScope is the UK's leading independent centre of expertise on drugs. It aims to inform policy development and reduce drug-related risk.

Tel: 020 7940 7500

[www.drugscope.org.uk](http://www.drugscope.org.uk)

Re-Solv

Re-Solv is a national charity dedicated to the prevention of solvent and volatile substance abuse.

Tel: 01785 810762 (helpline)

[www.re-solv.org](http://www.re-solv.org)

Alcohol Concern

Alcohol Concern is the national agency on alcohol misuse. It works to reduce the incidence and costs of alcohol-related harm and to increase the range and quality of services available to people with alcohol-related problems.

Tel: 020 7264 0510

[www.alcoholconcern.org.uk](http://www.alcoholconcern.org.uk)

**Signed:**

**Date:**

*M Twiddy*

08/01/2025

**Name:**

**Position:**

M Twiddy

Director