

Introduction

Galliford Try is committed to providing a safe, healthy and secure environment for all those who may be affected by its operations and activities. It recognises the inherent risks associated with illegal drug use, legal drug and alcohol abuse, and abuse or misuse of other substances e.g. solvents. This Policy is designed to eliminate these risks from workplaces and their surrounding environments.

Aims & Basic Requirements

This Policy applies to all direct employees, agency and sub-contract employees whilst at their workplace and visitors to company premises or workplaces. All persons present at any Galliford Try workplace must always be in a fit state to carry out their duties when at work. They must not possess, consume or be under the influence of alcohol or other impairing substances.

Anyone taking prescribed drugs must consult their doctor on the risk of the drug affecting their fitness to work before reporting for duty. Where a risk is identified they must report this to their supervisor before commencement of work and a risk assessment must be carried out.

Subcontractors and Visitors

It will be a condition of contract with subcontractor and agency firms that this Policy applies to anyone they send to work in a Galliford Try workplace. Any person found in breach of any of its requirements will be permanently excluded from all Galliford Try workplaces. Visitors to Galliford Try workplaces should be notified of the requirements of this Policy.

Requests for Help

Galliford Try will treat any requests for assistance from any employee who volunteers the information that they have a drink or drug related problem sympathetically. A request of this nature will not be accepted subsequent to or immediately prior to testing for alcohol and drugs. During any programme of treatment the individual may remain subject to the requirement of this Policy whilst at work.

Testing

Galliford Try will appoint a testing company to carry out random testing for alcohol and drugs in line with a target set by the Board annually. Testing may also be carried out on reasonable suspicion or following an accident or incident where deemed appropriate.

Discipline

The disciplinary process will be invoked for direct employees as outlined in the Galliford Try Drug and Alcohol Standard where an individual:

- is removed from a workplace due to impairment or suspicion of impairment caused by substance abuse, drugs or alcohol consumption;
- tests positive for illegal drugs;
- is found to have a blood alcohol level exceeding the local drink drive limit;
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- refuses to undertake a screening test for alcohol or drugs; or
- is found supplying illegal drugs in any company workplace.

Projects being undertaken under the Transport and Works Act have a lower alcohol limit. Employees will be notified of this on appointment to the project and will be subject to the Galliford Try Rail Alcohol and Drugs Policy. Where there is a client requirement to work under another more strict policy, employees will be notified of the requirement to conform to that policy.

The Company will not accept any departure from these rules and will take the appropriate disciplinary action in the event of any infringement.

Signed for and on behalf of the Executive Board:



Peter Truscott
Chief Executive
Galliford Try

Reviewed: January 2016