

DRUGS AND ALCOHOL POLICY

Policy Statement

Ian Farmer Associates are committed to providing a safe and secure environment for all persons affected by its work activities. We recognise the inherent risks associated with drug, alcohol and solvent abuse and our intent on safeguarding our workplaces and work activities from these risks.

The Company has adopted a policy of zero tolerance in that no one shall:


1. Be in possession of drugs or substances capable of abuse;
2. Consume or be under the influence of alcohol, drugs or substances of abuse;
3. Any employee taking any prescription medication which is likely to adversely affect job performance or the safety of the employee or others must notify their Line Manager prior to starting work. Any restrictions on work will be discussed with the individual and their Line Manager.
4. Trade in or supply alcohol, drugs and substances of abuse, or permit their presence or use by others

The company conducts pre-employment screening for the presence of alcohol and drugs. It has adopted a zero traceable level for drugs and has prescribed maximum permissible levels of alcohol based upon the project specification and taking into account The Transport and Works Act 1992, Road Traffic Act 1988, the NR/L1/OHS/051 Network Rail Alcohol and Drugs Policy and the Railway Group Standard GE/RT8070 for Drugs and Alcohol. The Company carries out "for cause" random screening for alcohol and drugs based on reasonable suspicion.

The policy applies to all direct and subcontract employees of Ian Farmer Associates and to any other person who carries out our work on its behalf. It is designed to protect such persons, visitors and members of the public from the workplace hazards associated with alcohol consumption and drug and solvent abuse.

Failure to comply with this policy will be viewed as a serious matter and will be subject to disciplinary action which may result in dismissal without previous warnings or notice of termination.

The undersigned is responsible for formulating, implementing and revising the policy on an annual basis.

Signed 

K. O. Marsh
Managing Director

Revised : May 2011
Date of next Revision: May 2012