

ALCOHOL AND DRUGS POLICY

- 1.1 This policy supplements the health & safety policy statement. This policy should be read in conjunction with the Alltask Driver's handbook and the Alltask Company Handbook. Alcohol & Drugs can have a detrimental effect on performance at work and can reduce an individual's ability to work safely. Because of this, it is Alltask policy to have a zero tolerance approach concerning the improper use of alcohol and drugs. When considering this policy we have referred to numerous sources, including:-
- Our medical advisors.
 - The Transport and Works Act 1992.
 - Railway Group Standards.
 - Network Rail Company Standards.
 - Transport for London Standards.
- 1.2 This policy will be reviewed annually, when circumstances indicate a change is needed or when legislation is introduced that affects the nature of our business necessitates change. The implementation of this policy is the responsibility of the Alltask Managing Director, assisted by members of his management team.
- 1.3 The Managing Director will arrange alcohol and drug screening for:-
- Safety critical promotion.
 - Post incident investigations.
 - Compliance with Network Rail/London Underground requirements.
 - Random, unannounced testing of all employees.
- 1.4 Over any 12-month period a minimum of 5% of staff will be subject to unannounced alcohol & drugs screening, carried out on a random basis.
- For safety critical staff holding rail competencies this figure shall be a minimum of 20% of the Sentinel sponsored staff on an annual basis in accordance with Network Rail standards.
- 1.5 Any employee whose test identifies the presence of alcohol or drugs, who fails to notify the company of their need to use over the counter medication that may influence the result, or who refuses to take an alcohol or drug test, will be subjected to disciplinary action. Where appropriate, competency cards, including Sentinel Cards will be withdrawn and the appropriate bodies notified.
- 1.6 The maximum allowable levels of alcohol are:
- 29 milligrams of Alcohol per 100 Millilitres of blood
 - 13 micrograms of Alcohol per 100 Millilitres of breath
 - 39 milligrams of Alcohol per 100 Millilitres of urine

- 1.7 All alcohol and drug testing will be carried out in accordance with standards appropriate to the environment within which the personnel are working at the time of the test. Alltask shall assist with the rehabilitation of employees who voluntarily seek help for alcohol or drug related problems.

Signed:



Daniel Fincham CEO
12th January 2024



Scott West Managing Director