



ALCOHOL & DRUGS POLICY

Construction Training Assessments is committed to enforcing an effective Alcohol & Drugs policy. We recognise the importance of such a policy in its contribution towards ensuring the health and safety of our employees, sub-contractors, visitors and all those affected by our works. This policy and its mandatory application will be communicated to all staff on employment.

It is a requirement of Construction Training Assessments that no employee or sub-contractor shall:

- Report or attempt to report for duty having just consumed alcohol or being under the influence of drugs or alcohol.
- Report for duty in an unfit state due to the use of alcohol or drugs.
- Be in possession of alcohol or drugs of abuse in the workplace or supply or attempt to supply them in the workplace.
- Consume alcohol or drugs while on duty.

Construction Training Assessments will undertake regular alcohol and drug screening of employees under the following circumstances:

- Pre-employment (If a prospective employee refuses to consent to such an examination/screening Construction Training Assessments has the right to immediately withdraw any offer of employment made).
- Promotion or transfer to Safety Critical activities.
- Following an incident where the use of alcohol and/or drugs may have been a factor.
- When there is cause to suspect that an employee is using or is under the influence of drugs or alcohol.

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The implementation of this policy will be supported by the following:

- Refusal to undertake Alcohol and Drugs tests will be considered a positive result.
- Construction Training Assessments will not tolerate any departure from these rules and will take the appropriate disciplinary action which will normally result in dismissal in the event of any infringement.

This policy will be reviewed annually as part of the Management review process, to ensure its continued relevance and adequacy.

Name:- Amy Stevens

Signed:- 

Appointment:- Date: 1st March 2018

Review Date:- By 1st March 2019

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