

ECD ALCOHOL POLICY

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Alcohol policy- Management of Health and Safety at Work Regulations 1999

The purpose of this policy is to prevent anyone who is deemed as a high risk worker from becoming a danger, either to themselves or others, as result of the effects of alcohol. Individuals all react differently to the effects of alcohol consumption and as such it is not possible to prescribe an amount of alcohol that would be safe to consume at work during working hours.

Control measures often require the adherence to policies and procedures. It is possible that following the consumption of alcohol an individual's judgment may be impaired resulting in policies and procedures being incorrectly applied or not even applied at all.

Any workers, Managers and Supervisors who are deemed to encounter risk or create risk in the course of carrying out their normal duties should abstain from consuming any alcohol whilst working for the university. Everyone must arrive fit for work and free from the effects of alcohol, drugs or substances. Where this is considered not to be the case then an individual may be asked to leave work and this could result in a loss of earnings.

Examples of those deemed to be 'High Risk' workers would include staff engaged in activities such as; Managing, supervising, instructing other persons and staff, Driving Duties, using machinery, power or hand tools, working at height, working with electricity, pressure and hot water systems, hazardous substances, using equipment or moving items around the university. This is not a definitive list but should serve as an indication. Anyone who is not sure about their status in relation to high risk workers should confirm the position with their line manager.

This Policy is to be reviewed every 12 months or when regulations and/or circumstances change.