



Drug and Alcohol Policy

Secure Frontline Services will not tolerate any instance when any staff is found in possession of drugs or under the influence of drugs/illegal substances/ alcohol.

- Any staff found to be under the influence of an illegal substance or alcohol whilst on duty will be asked to leave the venue. Being under the influence of an illegal substance or alcohol is deemed as gross misconduct. As such the procedures that will follow will be in accordance to company disciplinary procedures.
- The use of drugs and illegal substances, and any illegal activities, shall be cause for instant dismissal and will be reported immediately by SFS Ltd to the relevant authorities and the Security Industry Authority.
- From time to time it will be necessary for a representative from the Company Head Office to request a random drugs test be carried out on a staff. Staff are requested to fully co-operate with a request to provide a sample of Urine or Blood to a recognised NHS drugs testing centre or clinic or health professional (this could include any Doctor recognised by the NHS to administer such a test).
- Refusal to take part in any such screening may be regarded as cause for dismissal.

*Under the **Health and Safety at Work Act 1974** employers have a duty to ensure the health, safety and welfare of their employees. They must ensure that employees do not injure themselves or endanger the public or colleagues. Similarly, employees are required to take reasonable care of themselves and others who could be affected by their actions at work. Knowingly allowing an employee to continue working if affected by alcohol or drugs, when their behaviour places the safety of colleagues or clients at risk, could make the employer liable to prosecution.*

***The Road Traffic Act 1988** makes it illegal for any person to drive or attempt to drive a motor vehicle while unfit to drive through the use of a substance. This includes prescribed and over-the-counter medication, as well as illegal drugs and alcohol.*

***The Misuse of Drugs Act 1971 (section 8)** makes it an offence if a manager of a premises "knowingly permits or suffers" the production or supply of any controlled drugs or the smoking of cannabis or opium to take place on their premises.*