



About Subvision

Subvision Surveys is a niche provider of professional surveying services to Utilities, Asset owners and to the construction industry.

Contact Details

Contact	Details
Company	Subvision Surveys Ltd
Contact	James Hook
Position	Director
Phone	07817 440 724
Email	James.hook@subvisionsurveys.co.uk
Address	Mapline House,14 Bull Lane, Rayleigh, Essex, SS6 8JG

DRUGS AND ALCOHOL POLICY

Introduction

Subvision Surveys Ltd employees and sub-contractors frequently work in environments where awareness of safety risks is of paramount importance. The effects of Alcohol and Drugs can seriously affect an individual's perception of safety risks, and the consequences arising from an accident whilst an individual is under the influence of Alcohol or Drugs can be severe. These may affect both the individual and other employees or third parties. In addition the reputation of Subvision Surveys Ltd can be seriously damaged. If an individual working in a Railway environment is found to have exceeded the defined alcohol limits, or has consumed illegal drugs, the individual's certification (e.g. Network Rail Personal Track Safety) will be withdrawn. Therefore Subvision Surveys Ltd Limited requires a robust Drugs and Alcohol policy which is understood by all and rigorously managed. This policy applies to all employees and sub-contractors.

In respect of any individual carrying out work at any location on behalf of Subvision Surveys Ltd, the Company has adopted a policy that no one shall:

- consume or be under the influence of drugs or substances of abuse or alcohol outside of the limits set out below.
- be in possession of drugs or substances capable of abuse
- take prescribed drugs or medicines that might affect their fitness to work safely without first taking advice and informing their manager (See below).
- trade in or supply alcohol, drugs and substances of abuse, or permit their presence or use by others

Company Requirements

The Company conducts drug and alcohol testing for the presence of alcohol and drugs. It has adopted a zero traceable level for illegal drugs and has prescribed maximum permissible levels of alcohol based upon the nature of the work being carried out by an individual as described below:

Illegal Drugs

No traceable level of an illegal drug is permissible.

Illegal drugs can include but are not limited to, Cannabis, Cocaine, Amphetamines, Barbiturates, Benzodiazepines, Dextrapropoxyphene, Methadone, Opiates.

Prescription Medication

Many medicines obtained with or without prescription can affect safety performance at work. Individuals must not work in railway environments or other situations where safety is a critical factor,

if affected by such medication. Examples of such medication can include, Tranquillisers, Sleeping Pills and Antihistamines for Hay Fever and some cough cold remedies.

Individuals must inform the prescribing medical practitioner, or pharmacist, of their occupation and enquire as to any potential safety implications involved in taking the drug(s). Individuals must then inform the Company of the possible side effects that may have safety implications (such as drowsiness, dizziness etc). The Company will then carry out a review of the individual's work activity, referring to the approved 'Chemist on Call' service that the Company subscribe to, as necessary, to provide advice on the affects of the medication and determine if it is necessary to redeploy him or her while taking the medication.

Alcohol

For a person carrying out Railway Work

The maximum permissible level takes account of The Transport and Works Act 1992, the Network Rail Standard NR/L1/OHS/051 Network Rail Alcohol and Drugs Policy and the Railway Group Standard GE/RT 8070 for Drugs and Alcohol and is:

- 29 milligrams of alcohol in 100 millilitres of blood
- 13 micrograms of alcohol in 100 millilitres of breath.
- 39 milligrams of alcohol in 100 millilitres of urine.

Railway work is defined as any work in an area that is on or near a Railway or is controlled by a Railway Operating Company (e.g. Network Rail, London Underground, DLR). This work will involve an individual having certification such as Personal Track Safety (PTS) or London Underground Access (LUCAS).

Specific Client/Site Requirements

Some other work areas (e.g. many construction sites) may also have specified maximum permissible alcohol levels defined by the site management. In these cases the more stringent level applies.

For a person carrying out any other work (this includes those working in the office).

The maximum permissible level conforms with the Drink-Driving limits in the UK and is:

- No More than 80 milligrams of alcohol in 100 millilitres of blood
- No More than 35 micrograms of alcohol in 100 millilitres of breath.
- No More than 107 milligrams of alcohol in 100 millilitres of urine.

Drug and Alcohol testing

The Company carries out unannounced random screening for alcohol and drugs and will also conduct specific testing on reasonable suspicion, or following a work related incident.

All employees are liable to be selected for unannounced alcohol and drug testing.

5% of the employees with certification to work on Network Rail sites (PTS or similar) will be randomly tested per year as required by Network Rail.

5% of remaining employees will be randomly tested per year.

Testing will be carried out by an approved organisation and will be arranged either at the Company premises, on site, or at the approved testers premises. Employees will be chosen at random by the approved testing organisation independently and without reference to Subvision Surveys Ltd management.

The employees selected for testing will be given minimum notice and records retained on personnel files.

Refusal to submit to a screening for alcohol and drugs will be regarded as a failure of the employee to comply with this policy.

Breach of this policy

Failure to comply with this policy and the Company's procedures is a serious matter and anyone found to be in breach will be the subject of disciplinary action under the Company's Disciplinary Procedure, and may lead to formal warnings or dismissal.

On reasonable grounds for suspicion of a breach of this policy an employee shall be suspended from further work pending an investigation. The Company will ensure that the employee has appropriate onward travel arrangements which are not made unsafe due to the suspected levels of alcohol or drugs present.

Reasonable grounds for suspicion may consist of, but are not limited to, unusual behaviour which may be caused by alcohol or drugs, e.g. detectable odours, slurred speech, unsteadiness.

When the Company considers an employee to be displaying signs of impairment through the possible influence of alcohol or drugs, the Company may require the employee to consent to undertaking a for-cause alcohol or drugs test.

Support for employees

The Company would aim to support employees who approach it for help with a drink or drug related problem and who are prepared to undergo an agreed form of treatment. However, approaches of this nature will not be considered acceptable when they have been made subsequent, or just prior to, a Company check that has, or would have, revealed recent consumption of drugs, or substances of abuse.

Subvision Surveys Ltd recognises drug and alcohol dependency as a treatable condition. Employees who suspect they have drug and alcohol dependency are encouraged to seek advice and to follow appropriate treatment promptly before it results in job performance problems. Any employee with drug or alcohol dependency or who is undergoing rehabilitation treatment will be treated with sensitivity and confidentiality.

Employee Responsibilities


It is a general Health & Safety principle that all individuals have a responsibility for the safety of their colleagues as well as themselves whilst at work. Therefore employees of the Company will at all times maintain an awareness of their colleagues and others, noting and reporting any evidence of alcohol and/or drug abuse. They must take action immediately if there is any suspicion of an employee or contractor being in breach of this policy.

Individuals representing the Company at business/client functions or conferences or attending Company organised social events outside normal working hours are expected to be moderate if drinking alcohol and to take specific action to ensure they are well within the legal limits if they are driving.

Social drinking after normal working hours and away from the Company's premises is generally a personal matter and does not directly concern the Company. The Company's concern only arises when, because of the pattern or amount of drink involved, the individual's attendance, work performance or conduct at work deteriorates.

DECLARATION

I acknowledge responsibility for the production and implementation of this Drugs and Alcohol Policy

Signed:	
Name:	JAMES HOOK
Position:	DIRECTOR WITH RESPONSIBILITY FOR HEALTH AND SAFETY
Date:	01/04/2021