**Intoxication in the Workplace**

**Introduction**

**COMPANY** recognises that for a range of reasons individuals can and do misuse drugs and alcohol, and that this represents a problem for the individual and for the company.

The consequences of drug and alcohol misuse range from absenteeism, reduced productivity and increased disciplinary action. There is also a greater risk to the Safety and Welfare of individuals that are under the influence of intoxicants as well as to all stakeholders in the company.

This policy has therefore been adopted in order to protect all employees and the business.

**Policy Scope**

This policy applies to employees of **COMPANY.**

**Intoxication**

Intoxication is defined as an individual having physical or mental control markedly diminished by the effects of alcohol, narcotics or certain prescription medications.

The Company does not permit under any circumstance:

* The misuse of Intoxicants during working hours (including during break intervals)
* Being under the influence of Intoxicants while at work
* Encouraging others to misuse Intoxicants
* The sale or supply of Intoxicants both inside or outside of the work environment

Employees are required to manage all prescribed medication as directed by their Doctor and any employee on prescribed medication that may result in intoxication, drowsiness or mood changes is required to notify their manager in the interest of ensuring the Health & Safety of the individual and the employees of the company.

The management may seek independent medical advice with regards to employees under the influence of prescription medication.

**Testing**

If an employee is known to be, or strongly suspected of being, intoxicated during working hours, the employee will be relieved of their duties for the shift in question.

The company reserves the right to request that individuals attend a designated medical practitioner to undergo a test to ascertain if they are indeed intoxicated. Attendance at an intoxication test is mandatory.

In the event that an employee refuses to complete a test it will result as a failed test and be regarded as an intentional attempt to avoid detection of intoxication.

In this event there will be no recorded intoxicant.

Failure of an intoxication test may be deemed an act of Gross Misconduct in line with the company Disciplinary Policy.

The company commits to ensuring that any requests for testing will be made in the strictest confidence and will be applied in a proportionate and reasonable manner. Requests for testing will be conducted by a recognised medical practitioner.

**Dependency**

The management will offer practical support to those experiencing alcohol and drug addiction, provided such employees come forward and disclose the details of their condition. Employees that identify as having a substance dependency will be referred to support or treatment services.

**COMPANY** encourages employees to seek specialist help if they feel that they have an alcohol or drug problem. The company is also committed to providing information to employees about the effects of drugs on health and safety in the workplace.

While the company will seek to apply a sensitive and compassionate approach to dependency, in the event that an employee is confirmed as not attempting to address the issue at hand the company may regard this behaviour as an act of Gross Misconduct and seek to engage disciplinary action up to and including Dismissal

**Breach of Policy**

Any abuse in the application of this policy will be dealt with in accordance with the Company’s Disciplinary Policy and Procedure and may result in disciplinary action being taken, up to and including dismissal if proven to have occurred

**Reporting:**

The sale of and supply of illegal substances and or prescription medicines will be immediately reported to the Gardaí in all cases; there is no alternative to this procedure.