

Substance Misuse

Toolbox Talk MH06



The misuse of alcohol and drugs can lead to reduced productivity, taking time off work, and accidents at work.

Alcohol

Working under the influence of alcohol is strictly prohibited. This means more than just not drinking whilst at work. Tests have shown that alcohol can still have an effect on your body up to 18 hours after you have stopped drinking. Alcohol is a depressant, which suppresses the brain functions, slows down reactions to the perception of danger. You are therefore at much greater risk if you work at height, with machinery/vehicles or are involved in moving large items. You don't have to be drunk to have sustained some impairment. If you know of a co-worker who drinks then you are not helping them or yourself if you:-

- Cover for the drinker's poor productivity.
- Cover his/her mistakes.
- Make excuses on his/her behalf.

Take control of the situation, and-

- Don't allow the situation to continue. Stop covering for the drinker.
- Talk to your supervisor.
- Watch out for your co-worker as he/she may need help.



Illegal drugs

- You are far more likely to have an accident when under the influence of illegal drugs.
- If you know somebody is taking drugs, tell your supervisor or line manager.
- If you see it, report it.
- All drugs can affect your ability to work safely.
- Drugs and work don't mix.

Prescribed/Non Prescribed Drugs

The most common side effect of prescribed/non prescribed drugs which affect work activities is drowsiness, which reduces your level of alertness and increases reaction time. Taking medication and then coming to work or to use machinery/ vehicles or tools can be dangerous. If you do come to work and you need to take medication remember the following-

- Let your supervisor know.
- Follow the recommended dosages and do not mix medications.
- Read the label.
- Do not try new remedies during work hours.

If anyone - manager, supervisor or employee observes any other person behaving as if they are affected by drugs and / or alcohol then immediate action will be taken to preserve the safety of that person, others and Company property. Disciplinary action and possible dismissal will take place.

We aim to support affected employees rather than punish them, although if possession of or dealing in drugs at work will be reported immediately to the police.

Key Points

- Be aware of the company strategy on alcohol, drugs and substance misuse.
- Understand what action will be taken if you are found to be under the influence of alcohol or drugs whilst at work or if you are found selling or providing drugs on the premises.
- Understand what is expected of you if you attend a work function where alcohol is available,
- Be aware of the correct person to report to if you suspect a co-worker is under the influence of alcohol or drugs when at work.
- Be aware of the help available for you if you have a problem with alcohol or drugs.

Drug and alcohol dependence are recognised medical problems. Someone who is misusing drugs or alcohol has the same rights to confidentiality and support as they would if they had any other medical or psychological condition.

Considerate Constructors Scheme Chief Executive Edward Hardy said:

"Spotlight on... drugs and alcohol is a must read for everyone. As the Scheme's latest industry survey revealed 59% of respondents agree that drugs and alcohol are issues of concern, it is clear action must be taken across the industry to ensure the safety, health and wellbeing across construction sites and companies throughout the UK."

If you get offered drugs, say no, you'd rather work safely!



Sign Off Form

If you have any questions or concerns then please speak to your supervisor.

Tool Box Talk Title	
Date	
Given By	
Project Name	

Names of those who attended this toolbox talk	
Name	Signature