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# Alcohol and Substance Misuse Policy

## Alcohol and Substance Misuse Policy

### 1. Quick Reference Guide

This policy provides a framework for the prevention and management of drug and alcohol related issues affecting Trust staff. The early identification of such issues is vitally important if both staff wellbeing and safe working conditions are to be maintained.

### 2. Introduction

This policy sets out the position of Salisbury NHS Foundation Trust with regard to alcohol, drugs and 'legal highs' within the workplace and the approach the Trust will take when the consumption of alcohol or drugs either affects or has the potential to affect an employee's performance at work.

The policy applies to all employees of the Trust and provides a framework for:



It is an offence for an individual to possess or supply illegal drugs or to illegally supply prescription drugs. The Trust would be committing a criminal offence under the Misuse of Drugs Act 1971 if it knew drugs were being used, kept or supplied on any of its premises including residential accommodation (further information linked to this can be obtained from the Trust accommodation office). Knowingly allowing an employee to work when adversely affected by alcohol or drugs, thereby placing the safety of colleagues or patients at risk could make the Trust liable to prosecution.

Similarly, it is an offence under the Road Traffic Act, section 4, 1988 to drive or be in charge of a vehicle under the influence of alcohol or drugs. The 2015 update to this Act now provides the police with greater powers to apprehend and convict drivers who have been taking prescription drugs and other controlled substances whilst driving.

## **5. Responsibilities**

### **5.1. Employee Responsibilities**



help voluntarily.

## **6. Support and Treatment**



This document has been assessed against the T  
presented to the ratifying committee

## **12. Appendices**

Appendix A -