

WELSHPOOL TOWN COUNCIL

FITNESS FOR WORK POLICY

Legislation

The Health & Safety at Work Act 1974

Management of Health & Safety at Work Regulations 1999

Transport & Works Act 1992

Smoke Free Premises etc. (Wales) Regulations 2007

Application

This policy applies to all staff working for Welshpool Town Council, be they paid or otherwise. No member of staff may:

- Report for duty under the influence of alcohol
- Report for duty under the influence of drugs
- Consume alcohol on whilst duty
- Take drugs whilst on duty*
- Smoke whilst on Company premises.

Safety Critical Staff (those using mechanical equipment)

The following levels of drugs and alcohol are applied:

1. Any drugs taken where there is no legitimate medical need
2. More than:
 - 29 milligrams of alcohol in a 100 millilitres of blood, or
 - 13 micrograms of alcohol in 100 millilitres of breath or
 - 39 milligrams of alcohol in 100 millilitres of urine

Random Testing

All should be aware that the Council reserves the right to perform random tests on safety critical staff. The Town Clerk may conduct tests and staff will not be given notice. A confidential record will be kept in personnel files.

Discipline

Staff in breach of the above or refusing to take a test will be suspended and, thereafter, subjected to the Councils Disciplinary Procedure.

R A Robinson

Town Clerk

March 2015