

Newstaff Employment Services Ltd - Drugs & Alcohol Declaration

This declaration is in addition to the end clients existing Health & Safety policy. It states the standards expected for a drivers physical condition & makes it clear that alcohol & drug abuse in any form will not be tolerated.

Conduct: Driving staff, (however they may be engaged), must at all times be civil & polite to customers, visitors, other staff & management & are to be in a sober & coherent condition to undertake their duties at all times.

Sobriety: The company reserves & applies the right to demand that all drivers attend work in a suitably fit mental & physical condition & will be capable of carrying out their given duties in a safe & responsible manner, any driver attending work that is or deemed to be still under the influence of drink or drugs will be dismissed from site immediately.

Drug abuse: As it is not possible for the company to give expert medical opinion on as to whether or not a driver may be suffering the effects of drugs or alcohol it must be accepted by the driver that the company will make an informed estimate of the condition of a driver by his physical actions & behaviours & if found to be "the worse for wear" either by alcohol or drug abuse he will be dismissed from site immediately.

Newstaff Employment Services have a zero tolerance to any driver that is found to be found to be under the influence of drugs or alcohol.

A successful civil prosecution for driving or operating a vehicle while under the influence will lead to a financial penalty for drink or drug related offences, you would then face a vocational licence inquiry in front of the Traffic Commissioner & if you were found to be of "ill repute" because of the severity of the offences & fines from the civil case you would almost certainly be penalised further by an additional penalty of suspension, curtailment or revocation of your vocational licence, the usual outcome of these cases is a minimum additional 6 month ban from driving but if the offences were of a more serious nature the licence could be suspended for an indefinite period or even revoked completely.

With regulation & legislation the way it is in the UK / EC I hope you can understand why we must be seen to be taking steps to ensure that you are aware of the law, its interpretations & consequences & why we must ask you to sign this declaration to say you understand your responsibilities both legally & contractually.

By signing this document you are stating that you have read & understood the company's policy with regard to the responsibilities involved in driving large goods or passenger vehicles & are aware of & understand your legal responsibilities toward your physical condition whilst driving & working.