


<b>St Margaret's Hope Pier Trustees</b> <b>PMSC – Safety Management System</b>		
Document Title	Alcohol & Drugs Policy	

#### Document Details


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#### Document Control

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1.0.0.0	April 2015	SMS review	Brian Pottinger
1.0.0.1	January 2019	Reviewed and updated	David Thomson
1.0.0.2	November 2020	Reviewed	David Thomson
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#### Document Change Approval

Position	Name	Date of approval
Chairman SMHPT	Fred Brown	April 2015
Chairman SMHPT	Stan Groundwater	January 2019
Chairman SMHPT	Stan Groundwater	November 2020
Chairman SMHPT	Stan Groundwater	December 2025

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The St Margaret's Hope Pier Trustees are concerned to ensure that the health of all employees and their ability to work safely and efficiently are not impaired by the abuse of alcohol or drugs, any person on St Margaret's Hope Pier suspected of abuse or under the influence shall be sent home immediately and a report submitted to the Trustees.

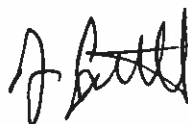
#### Drug and Alcohol Abuse

- a) Indiscriminate use and consumption of alcohol can lead to individuals suffering from alcoholism. This is primarily a health problem requiring proper treatment.
- b) There can also be cases of individuals who indulge in excessive alcohol consumption on random occasions.
- c) In either of the above, individuals can place themselves and others and vessels at risk by their actions. This is strictly contrary to the standards of conduct required by the Trustees.
- d) It is therefore not permitted to have, consume or be under the influence of alcohol on Trustee property, whether on duty or not. Breach of this requirement will be considered as **GROSS MISCONDUCT** under the Trustees' disciplinary procedures.
- e) Employees must also be aware that excessive alcohol consumption during an off-duty period could mean that they are over the legal limit for driving later. As well as impaired driving ability, ability to work safely is also impaired.
- f) The St Margaret's Hope Pier Trustees forbid the non-medical use, possession, distribution or sale of drugs at the workplace or when involved on Trustee business. Contravention of this will be considered as **GROSS MISCONDUCT** under the Trustees' disciplinary procedures.
- g) Drug dependence is a health problem and the Trustees are concerned about the health of their employees. Drug-dependent employees can be helped with their health problem.
- h) Employees are required to inform the Trustees if they are prescribed medicines by their doctor.

All employees must be aware of the risks posed by alcohol and drugs in the workplace. These risks include, but are not necessarily limited to, the following:

- a) Ineffective judgment
- b) Slow and/or flawed decision-making
- c) Lack of confidence
- d) Accidents
- e) Poor co-ordination
- f) Failure to supervise junior staff adequately
- g) Poor time-keeping

Chairman of the Board of trustees



Dated: 08/12/25