



Electrical Training Trust

Drugs and Alcohol Policy (Apprentices)

Section 1. Introduction

ETT strives to provide a safe learning environment for our apprentices and we encourage personal health. The company considers the abuse of drugs or alcohol to be an unsafe and counter productive work and learning practice. Therefore, it is our policy that an apprentice found with alcohol or illegal drugs in his/her system, in possession of, using, selling, trading, or offering for sale illegal drugs or alcohol during working or learning hours, will be subject to disciplinary action. Such action will be in line with college and employer policies and procedures.

Substance Abuse includes possession, use, purchase or sale of drugs or alcohol on ETT, employer or college premises, (including car parks and on building sites). It also includes reporting to work or college under the influence of drugs or alcohol.

Indicators

Circumstances that could be indicators of a substance abuse problem and considered reasonable suspicion are:

1. Observed alcohol or drug abuse during work or learning hours
2. Apparent physical state of impairment.
3. Incoherent mental state.
4. Marked changes in personal behavior that is otherwise unexplainable.
5. Deteriorating work performance that is not attributed to other factors.
6. Accidents or other actions that provide reasonable cause to believe the employee may be under the influence.

ETT drugs and alcohol misuse officer is Derek Thompson and can be contacted on 028 25650 750 if you have any questions or concerns.
