

Category 1 Standard

S1251 Alcohol and Work



Please read the Written Notices
attached to this standard

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MAYOR OF LONDON

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1 Purpose

- 1.1 The purpose of this standard is to ensure that all London Underground (LU) employees and suppliers are aware the LU has a zero tolerance approach to alcohol at work and forbids the consumption, use, possession, storage and sale of alcohol on the company's premises.
- 1.2 This standard has been developed to:
- a) minimise the risk of damage to passengers, staff and property;
 - b) compliance with relevant legislation;
 - c) protect LU reputation as a provider of safe public transport.

2 Scope

- 2.1 This standard applies to all LU employees and suppliers. This standard specifies:
- a) the alcohol at work requirements;
 - b) the responsibilities of all LU employees and suppliers;
 - c) the supporting information available.

3 Requirements

3.1 Everyone must be aware that:

- a) The consumption of alcohol, even in very small quantities, may adversely affect:
 - i. safety;
 - ii. their behaviour and conduct and have an adverse impact on LU's company image, reputation and customer relations;
 - iii. their productivity and performance;
 - iv. their attendance at work.
- b) The Transport and Works Act 1992 places a duty on LU to exercise 'all due diligence' to prevent employees from working whilst they are unfit for duty through alcohol and or drugs or where an individual's ability to work is impaired through the use of alcohol or drugs.
- c) Those employees who are identified as safety critical will be guilty of a criminal offence if they are unfit to carry out their duties through alcohol and/or drugs or where an individual's ability to work is impaired through the use of alcohol or drugs. Where such breaches are deemed to be gross misconduct, disciplinary action may result in dismissal and criminal consequences may include:
 - i. fines of up to £5,000
 - ii. and/or six month imprisonment.

3.2 All employees and suppliers are required:

- a) not to consume alcohol whilst on duty, during breaks in the working day, including meal breaks spent away from company premises, or when rostered on call and thus liable to be required to work for the company at short notice;
- b) not to buy alcohol whilst on duty nor bring alcohol on to company premises;