

APPENDIX 2 DEFINITIONS

Alcohol is any beverage which contains ethyl alcohol including beer, wine, liquors and spirits.

Illicit drugs are drugs which cannot be legally possessed under UK Law, including a wide range of street drugs (e.g. cannabis, cocaine, LSD, heroine, etc.).

Prescription drugs are drugs which have been legally obtained from a medical practitioner and are being used by the named individual for the purposes for which they were prescribed or manufactured.

Under the influence refers to the impairment of physical and/or mental ability due to the influence of alcohol and/or drugs. Where employees are driving a vehicle or operating machinery, legal limits also apply.

Alcohol abuse is the use of alcohol which affects an employee's ability to carry out their duties safely and effectively and/or conduct themselves appropriately.

Drug abuse is the use of illicit drugs, the use of prescribed drugs not obtained from a medical practitioner, the use of prescription drugs not obtained from a medical practitioner for use by the named individual, the use of prescribed drugs not being used for the purposes for which they have been prescribed or manufactured, the use of over the counter drugs not being used as directed, the use of 'legal highs' or substances such as solvents, which affect an employee's ability to carry out their duties safely and effectively and/or conduct themselves appropriately.

Alcohol dependence is alcohol abuse combined with tolerance, withdrawal and an uncontrollable need to drink.

Drug dependence is drug abuse combined with tolerance, withdrawal and an uncontrollable need to take drugs.