

This Information Sheet provides guidance for Colleges, Professional Services, Staff and others on what may constitute a Safety Critical Role at the University.

Background

Alcohol misuse is known to affect judgement, co-ordination and concentration, having an effect on the body and brain, and can have serious implications for health, safety and performance in the workplace and may put others at risk.

Performing certain tasks whilst under the influence of alcohol may be deemed to be unacceptable due to the significantly increased likelihood of an incident occurring.

What is Safety Critical?

Safety Critical tasks, in this context, are activities or roles where being under the influence of alcohol may adversely affect the safety of that individual or others potentially impacted by their actions or directions. Safety Critical tasks and roles may include:

- i. Supervision or assisting in the supervision of Students in the Laboratory or whilst undertaking field work
- ii. Leading groups of students on visits, or assisting on such visits
- iii. Operating or controlling equipment, machinery, vehicles, systems
- iv. Working with hazardous chemicals, radiation sources (incl. non-ionising), biological agents
- v. Working at heights, in confined spaces or on construction sites
- vi. Working on or near water
- vii. Working with children
- viii. Working in a workshop, kitchen or grounds work
- ix. Working with animals
- x. Incident and emergency investigation and management
- xi. Lone workers

Please note this list is not exhaustive.

Responsibilities

If you are undertaking any activity that may be safety critical, staff and others are advised not to consume, be suffering from the ill effects of, or be under the influence of alcohol or substances during working hours. Disciplinary measures may be taken if a person is found to be under the influence of alcohol or substances.

College and Professional Services actions

Colleges and Professional Services may wish to stipulate in job descriptions, local rules, risk assessments, policies or procedures those activities or functions which they deem as safety critical and where the consumption of alcohol is not acceptable.

If there is a suspicion that a person is undertaking a role whilst under the influence of alcohol or substances then it is appropriate to request that the person stops their work immediately and to refer the matter to the appropriate manager/supervisor, and if necessary the Dean or Director of Human Resources.

Further Information

The University's webpage on drinking sensibly: www.bangor.ac.uk/hss/wellness/alcohol.php.en

CAIS have a self-help guide to help people reduce drinking for healthier living - www.cais.co.uk

Talk to Frank - A confidential helpline for anyone concerned about drug use - www.talktofrank.com

DAN – Wales Drug and Alcohol Helpline – 0808 808 2234 - dan247.org.uk

Drinkaware – www.drinkaware.co.uk

Adfam: Families, drugs and alcohol - www.adfam.org.uk

Publication Date: May 2019