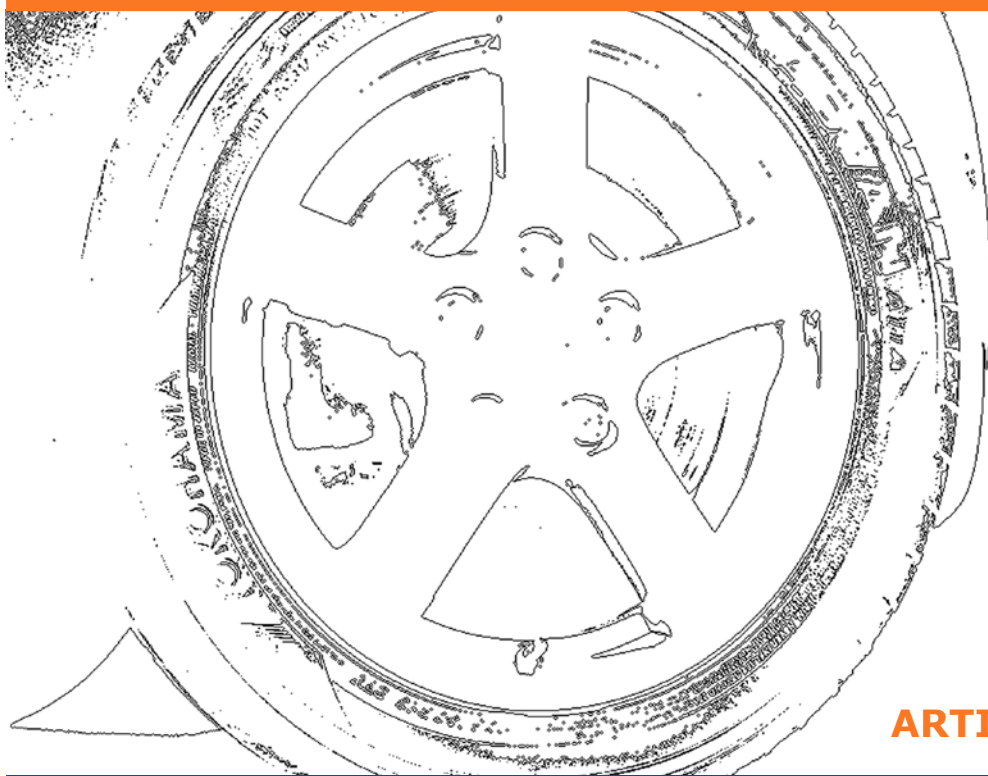


# Knowledge

# BANK



**ARTICLE 30**

Drink drive company policies

# Drink drive company policies

## Drink driving

There are an average of 80,000 prosecutions each year for drink-driving offences. Many of these drivers are company car drivers, and often they are 'at work' when they are caught.

You need to have a policy setting out what will happen if one of your drivers is banned from driving. This should deal with:

- Disciplinary sanctions, which may include loss of benefits, withdrawal of car, dismissal, etc
- Business drivers; what should happen when an employee cannot do their job without being able to drive?
- Whether the car may be retained by the employee for the sole use of their spouse/partner
- Whether the employee should be compensated for the loss of the car (This is a contentious point. A perk driver who never uses the company car for work might reasonably argue that the car is part of their remuneration package, the drink-driving ban does not affect their ability to perform their duties and that therefore the company should not benefit financially because the employee made a mistake in his own time)
- What should happen in cash-for-car situations where the employee gets a cash allowance?
- What should happen if the employee is part of the employer's ECO scheme?

If you publish a well thought-out and fair policy your drivers will not be able to say that they did not know what would happen, and you will not have to negotiate with individual drivers once they have been caught drink-driving.

One of the biggest problems with drink driving is that drivers are not sure how much they can drink without being over the limit. It is possible to buy devices at pharmacies to measure the amount of alcohol in the blood but it is far better fleet management practice to advise your drivers not to touch alcohol for several hours before getting into a car. They should be reminded that alcohol remains in the blood stream for many hours and first thing in the morning that a driver can still be over the limit from the drinks he had the night before.

The number of drug-related driving offences is significant. Unfortunately there are no statistics available showing how many of these are work-related. Government figures show that 87,000 people are banned from driving every year for driving under the influence of drink or drugs.