



Human Resources

Scaitcliffe House
Ormerod Street
Accrington
BB5 0PF

E-Mail: recruit@hyndburnbc.gov.uk

Our ref: HR/PERS
Telephone: 01254 388111
Ask for: HR Officer

Dear Applicant,

Safety Critical Roles

Thank you for your interest in our vacancy. This post is deemed as “safety critical” for the purposes of our Drugs and Alcohol policy, which came into effect in November 2018. Please continue reading for more information and to learn what this may mean for you.

What is a Safety Critical Role?

There are certain posts for which it is especially crucial for the safety of individuals, colleagues or members of the public, that drug or alcohol misuse does not affect performance or the reputation of the Council. These positions would have duties which involve or supervise the following, for example;

- operation of plant or machinery;
- significant amounts of driving (either Council vehicles or own vehicle);
- working on or beside the public highway;
- handling of chemicals or dangerous substances;
- a high risk of conflict;
- working at height, or on construction sites, or in confined spaces; and
- safe operation or security of premises.

How might this affect me?

If you are appointed to a Safety Critical Role, you will be subject to drug and alcohol testing as part of our pre-employment checks. You will also be subject to testing at random intervals during the course of your employment.



If you would like to see a copy of our Drugs and Alcohol policy, please let us know and we will be happy to send this to you. The policy also covers how we support people who have substance misuse problems, as well as making clear the consequences if employees attend work with drugs or alcohol in their system above the workplace cut-off levels

How do you test for drugs and alcohol?

We use an approved breathalyser to test for alcohol, (similar to the one used by the Police for roadside checks). For drugs, we use an approved drug-wipe, which is a quick, reliable and non-invasive method of screening for a range of illegal drugs. The testing is carried out in the strictest confidence and by trained testers.

As part of the process we would ask you to declare any medication that you are taking, as in some cases this can result in a positive drug screen.

If you have any questions, please do not hesitate to contact one of my team.

Yours sincerely,

K. Burnett

Kirsten Burnett
Head of Policy and Organisational Development

