



## Driver Fitness, Medical, Drugs and Alcohol Policy

### Purpose

This policy sets out how Peters Travel ensures that all drivers engaged in Public Service Vehicle (PSV) operations are medically fit, mentally alert, and free from impairment while performing driving duties.

The purpose of this policy is to ensure that no person drives a PSV where their fitness to do so may be compromised, in accordance with:

- The Road Traffic Act 1988,
- The Public Passenger Vehicles Act 1981,
- The Health and Safety at Work etc. Act 1974,
- Traffic Commissioner Statutory Guidance and Directions,
- DVSA expectations regarding driver fitness and conduct,

Driver fitness is recognised as a critical safety control, directly affecting passenger safety, vehicle safety, and public confidence.

### Scope

This policy applies to:

- All drivers employed or engaged by Peters Travel,
- Any relief, agency, or occasional drivers (where applicable),
- All PSV journeys, including service, private hire, positioning, and non-service use,
- All activities undertaken while driving or preparing to drive a PSV,

It covers medical fitness, fatigue, drugs and alcohol, and impairment from medication or other causes.

### Roles and Responsibilities

#### Operator Licence Holder

The Operator Licence Holder is responsible for:

- Ensuring systems exist to monitor driver fitness
- Providing resources to support medical assessments and intervention
- Supporting decisions to stand drivers down on safety grounds
- Reviewing fitness-related incidents and trends

Driver fitness is treated as a shared responsibility between drivers and management. The Licence Holder remains accountable for ensuring only fit drivers are used.



## Transport Manager

The Transport Manager is responsible for:

- Implementing and monitoring driver fitness controls
- Verifying driver licence and medical certification
- Assessing declarations relating to fitness, medication, or impairment
- Taking immediate action where fitness concerns arise
- Escalating serious or repeated concerns to the Licence Holder

The Transport Manager must act decisively where safety may be compromised.

## Drivers

Drivers are responsible for:

- Ensuring they are fit to drive before commencing duties,
- Holding valid driving entitlement and medical certification,
- Declaring any medical condition, medication, or circumstance that may affect fitness,
- Refraining from driving under the influence of alcohol or drugs,
- Cooperating with assessments, monitoring, and training,

Drivers must not drive if they believe their fitness to do so is impaired. Where necessary, drivers may be temporarily removed from driving duties pending further assessment.

## Medication and Medical Conditions

Drivers must: Declare use of prescribed or over-the-counter medication that may cause:

- Drowsiness
- Impaired concentration
- Reduced reaction times

Follow any restrictions imposed by healthcare professionals, Driving duties must not be undertaken where medication or medical conditions pose a safety risk.

## Drugs and Alcohol

Peters Travel operates a zero-tolerance approach to alcohol and illegal drugs.

- Drivers must not consume alcohol within a period that could result in impairment while on duty
- Illegal drug use is strictly prohibited
- Being under the influence of drugs or alcohol while on duty is a serious breach

Any driver suspected of impairment may be stood down immediately pending investigation.



### **Fatigue and Alertness**

Driver fatigue is recognised as a major safety risk.

Drivers must:

- Present themselves fit, rested, and alert
- Comply with drivers' hours and rest requirements
- Report fatigue concerns immediately

Management must ensure duties are planned to avoid fatigue and must intervene where fatigue is suspected.

### **Non-Compliance**

Failure to comply with this policy may result in:

- Removal from driving duties
- Disciplinary action
- Referral to external authorities where required

Non-compliance is treated seriously due to the safety implications.

### **Records and Confidentiality**

The following records are maintained:

- Licence and medical certification
- Declarations relating to fitness
- Fitness-related incidents and actions

All medical information is handled confidentially and in accordance with data protection requirements.

### **Review and Continuous Improvement**

This policy is reviewed:

- Annually
- Following fitness-related incidents
- Following changes to legislation or guidance

Learning from incidents and near-misses is used to strengthen controls.

Position: Company Director - Peter's Travel Ltd

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