

6. INTRODUCTION OF A DRUG AND ALCOHOL POLICY

Personnel and Payroll Manager

RECOMMENDED that that the changes to Working for Broxbourne/BEST be considered.

Purpose

To consider the introduction of a drug and alcohol policy.

For members' information Appendix 'A' relates to this item.

Background

The Council proposes introducing a drug and alcohol policy. The version that refers to BEST is attached at Appendix 'A'. The version that will be applied to the Council's staff will be broadly the same and will be adopted subject to any comments received during consultation with staff representatives.

The purpose of this proposed policy is to help protect Council/BEST employees, visitors to Council premises and members of the public from the dangers of drug and other substance misuse and to encourage any staff with a drugs problem to seek help.

This will be achieved by

- setting out restrictions on the use of controlled and prescription drugs or alcohol at work for specific job roles
- raising awareness of the dangers and penalties associated with the use of controlled drugs or alcohol
- providing appropriate support to staff who seek help for drug/alcohol addiction or whose lives are affected by the misuse of controlled drugs or alcohol
- where appropriate undertaking drug and alcohol testing for specific high risk roles

The Health and Safety at Work Act 1974 places a duty on employers to provide a safe and healthy working environment, and to ensure the health, safety and welfare at work of their employees or visitors to the company premises, and anyone else who may be affected by the company's actions.

Legal, Financial and Risk Management Implications

Legally the Council has a duty of care towards its staff and customers. Financially there would be a cost to the Council relating to drug and alcohol testing. There is a small risk that some staff will be resistant to being tested.

Equalities implications

There are no significant implications.

Alternative Options Considered

‘Alternative Options Considered’ is not applicable to this report.

Contribution to the Council’s Objectives including Environmental Sustainability

The proposal meets the objective of being an efficient and effective Council ensuring the Council’s employment policies and procedures help staff and managers understand their responsibilities and the Council’s expectations.

Conclusion

The adoption of this policy meets the Council’s employment responsibilities and duties.

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List of Background Papers:
None