

EAST HERTS COUNCIL

LOCAL JOINT PANEL – 16 MARCH 2016

REPORT BY THE SECRETARY TO THE EMPLOYER'S SIDE

ALCOHOL, DRUG AND SUBSTANCE MISUSE POLICY

WARD(S) AFFECTED:      NONE

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**Purpose/Summary of Report**

- Members are invited to approve the revised Alcohol, Drug and Substance Misuse Policy and to make a recommendation or not to Human Resources Committee

**RECOMMENDATION FOR LOCAL JOINT PANEL:**

**That: Human Resources Committee be advised that:**

(A)	the revised Alcohol, Drug and Substance Misuse Policy be approved
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1.0 Background

1.1 The Council's Alcohol, Drug and Substance Misuse Policy was last reviewed in 2007. The Council's programme of policy review is after three years or sooner in line with legislation and best practice.

2.0 Report

2.1 **Key Changes in the policy**

2.2 Inclusion of examples of possible signs of alcohol, drugs or substance misuse so that colleagues and/or managers can identify problems early on.

- 2.3 Clarification on the testing process should there be a serious incident at work related to misuse.
- 2.4 Sources of information and advice for employees have been updated. The Policy supports the council's Health and Wellbeing Strategy.
- 2.5 The revised Alcohol, Drug and Substance Misuse Policy can be found at Essential Reference Paper 'B'.
- 3.0 Implications/Consultations
- 3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**.

#### Background Papers

None

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