

Report of the HR Manager

ALCOHOL AND DRUG MISUSE POLICY

1. Purpose of report

To consider amendments to the Alcohol and Drug Misuse policy within the Conditions of Service. A copy of the policy is circulated separately with this agenda.

2. Detail

The proposed amendments are intended to introduce a more robust policy to ensure the Health and Safety of its employees and those affected by its activities. In addition, guidance for managers has been produced in order to provide further support and appropriate guidance when dealing with alcohol and drug misuse issues.

The proposed framework clearly outlines a robust procedure, reasons for testing and potential implications and will enable the Council to protect its employees, residents and reputation.

The amendments to the policy indicate a pro-active approach to alcohol and drug misuse demonstrating reasonable measures put in place by the Council to avoid incidents such as the bin lorry tragedy in Glasgow in 2014.

Recommendation

The Local Joint Consultative Committee is asked to RECOMMEND to the Policy and Performance Committee the revisions to the Alcohol and Drug Misuse within the Conditions of Service for employees.

Background papers

Nil