


Consultation on Alcohol & Drugs policy proposals – 03.2019

Submission/comment	Response
<p>The policy refers to agency staff but what about contractors (Tivoli/Freedom as examples).</p> <p>Am presuming their own policies apply but would we have any jurisdiction?</p>	<p>Thank you for your comment</p> <p>The policy does state on page 2, “This policy will apply to all employees irrespective of level or status and contractors who are involved with activities which arise out of or in connection with Council undertaking to include agency employees”.</p> <p>Whilst we would not necessarily have the jurisdiction to test contractors, we would remove them from site if we had a suspicion that they were under the influence of alcohol and/or drugs whilst operating in the workplace.</p>
<p>I believe the introduction of this new policy is a welcome addition to the existing health and safety policies; it should also be viewed as a supportive approach for employees that may need it.</p> <p>I do think there remains a risk by not looking to do random testing, certainly within teams where there is a greater risk to both Fenland and employees alike. I think the policy could be further enhanced to include random testing for all critical job roles, e.g. driving jobs, jobs working with machinery/heights etc, and jobs working on the public highway. The policy could look to include either a list of teams that are classed as critical or a list of specific jobs. Accepting that this approach might be seen to treat some parts of the organisation differently, this can be balanced with the fact there is greater risk in some teams if issues</p>	<p>Thank you for your comment.</p> <p>Your positive comments are noted and welcomed.</p> <p>This is a valid point. We have worked closely with our UNSION and Management and Trade Union Partnership (MTSP) colleagues on developing this policy. It is acknowledged that there is the additional option of ‘Random’ testing which was debated at length, and the preferred approach is to move forward with ‘Cause’ testing only at this point.</p> <p>‘Cause’ testing will pick up those concerns and risks that you refer to, and it will apply to the whole workforce including those critical job roles and teams where there is a greater risk/</p>

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<p>with drugs and/or alcohol go undetected.</p> <p>The Council has a responsibility to act on concerns and implement the with cause element, which is fine if there is an apparent concern, but I would hate for something serious to happen before the risk is taken seriously. If the council introduced random testing to critical services/jobs then I also believe any occasional drugs/alcohol users would be a lot more mindful of the impact this might have and be less likely to take any chances.</p>	<p>Please do be assured that the Council will review the policy, post implementation, to monitor its effectiveness to ensure that it remains fit for purpose.</p>
<p>Thanks for distributing the attached to all staff, very informative.</p> <p>I hope you don't mind, but I have highlighted three separate paragraphs which I feel don't make sense (on page 1 & 2)</p>  <p>Alcohol and Drugs at Work Policy 2019 - Fir</p>	<p>Thank you for your comments, and for highlighting the sections that required further clarity. These have now been reviewed and updated.</p>
<p>-Everyone should be tested irrespective of any suspicion; this would be a fair and consistent approach.</p> <p>-Would an option be to test all new starters before positions offered.</p> <p>- Police use swabs for roadside drug testing, why would we</p>	<p>Thank you for your comment</p> <p>This is a valid perspective, and as has been stated, the option of Random testing has been fully explored with our UNISON colleagues, and the preferred approach is to move forward with 'Cause' testing only at this point. Your view about testing all new starters is acknowledged, however it is felt that this would not be proportionate and would be costly to implement.</p> <p>The urine test is the national one used by all such testing</p>

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<p>use urine tests when the swab test is used by Police?</p> <p>- If staff were to be suspended how would we cover their work, would we test agency staff who would be used to cover the positions?</p> <p>- If staff were to admit drug use outside of work what would be their position before the testing came in/how could they get any support without declaring a problem?</p> <p>- Would training be available to identify signs of Alcohol/drug misuse?</p>	<p>organisations, and is therefore the standard for workplaces.</p> <p>If there is a need to suspend a member of staff following such a test, we would need to ensure that cover is provided to maintain the delivery of the service affected</p> <p>The Council will be having a phased implementation approach, which will be as follows: Once the policy is approved, we will be commencing a 12 week programme of education and support for all service areas, signposting staff to help should they have any drug or alcohol dependency issues. After this period of time, the Council will formally implement the new policy.</p> <p>This is an excellent idea, and we will incorporate this in the activated within the initial 12 week period</p>