

**From:** Carole Brown  
**Sent:** 08 May 2007 14:50  
**To:** Amanda Nicholls  
**Cc:** Andrew Watson  
**Subject:** Drug & Alcohol Policy

Amanda

Thank you for the opportunity to provide comments on this policy.

**Drug & Alcohol Policy**

What prompted the introduction of this proposal. This appears to be very wordy and over zealous. Policies, procedures, health and safety regulations already in place would appear to cover incidents of misconduct/misuse of alcohol/drugs

The policy precludes employees who are required to drive from consuming alcohol before or during working hours. Would this apply over a lunchtime period, for example, leaving events, Christmas lunches, corporate events.

Homeworking staff must adhere to this policy (although it would be difficult if not impossible to monitor homeworkers), but not the smoking policy

The policy may restrict staff leisure time and could impact on emergency call outs, for example building control, homelessness. The officers are called out on an ad hoc basis as and when an emergency arises. Would they face disciplinary action if, due to intake of alcohol/drugs (however small), they had to refuse to attend an emergency.

On the question of prescribed medication, if such medication affects the ability to perform duties, then presumably their GP would sign the officer off sick. If the Drug & Alcohol Policy is to be adopted, can we suggest this paragraph is removed.

Regards

Carole Brown  
Dover UNISON  
8 May 2007