



Derby City Council

PERSONNEL COMMITTEE 29 June 2017

Report of the Director of Governance and
Monitoring Officer

ITEM 6

Drug and Alcohol Misuse Policy

SUMMARY

- 1.1 The Council's current Drug and Alcohol Misuse Policy has been reviewed and a minor amendment has made explicit the option to random test employees where there are concerns raised relating to an area or department.
- 1.2 The appropriate Trade Unions have been consulted regarding the change.
- 1.3 It is recommended that the Committee approve the change to the existing Policy.

RECOMMENDATION

- 2.1 To agree the minor amendment to the existing Drug and Alcohol Misuse Policy.

REASONS FOR RECOMMENDATION

- 3.1 The Council needs to review HR Policies on a regular basis and following a review of the existing Drug and Alcohol Misuse Policy it was felt that a situation could arise where the ability to random test a group of employees could be warranted. As the existing Policy does not explicitly provide for that option it was considered prudent to amend the Policy rather than wait until an incident occurred.

OTHER OPTIONS CONSIDERED

- 5.1 Do nothing. While the Council may never need this option if a situation did arise the time taken to consult and amend the Policy could unnecessarily delay the process.

This report has been approved by the following officers:

Legal officer Financial officer Human Resources officer Estates/Property officer Service Director(s) Other(s)	David Cox, Head of HR
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List of appendices:	Appendix 1 – Implications Appendix 2 – Amended Policy on Drug and Alcohol Misuse (changes highlighted)
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IMPLICATIONS

Financial and Value for Money

- 1.1 The potential cost of any random testing would be evaluated before this option was used.

Legal

- 2.1 None arising directly from this report.

Personnel

- 3.1 None arising directly from this report

IT

- 4.1 None arising directly from this report.

Equalities Impact

- 5.1 None arising directly from this report

Health and Safety

- 6.1 None arising directly from this report.

Environmental Sustainability

- 7.1 None arising directly from this report.

Property and Asset Management

- 8.1 None arising directly from this report.

Risk Management and Safeguarding

- 9.1 Managing potential drug and alcohol misuse is an issue facing all organisations. The existing Policy balances this risk against the costs involved. The change to the Policy provides an option should there be cause for concern at some point in the future.

Corporate objectives and priorities for change

- 10.1 Contributes to a safe, strong and ambitious city.

