

**ANGUS COUNCIL**  
**PERSONNEL AND PROPERTY SERVICES COMMITTEE**  
**30 JANUARY 2001**  
**REVISED POLICY ON ALCOHOL AND DRUG MISUSE**  
**REPORT BY THE DIRECTOR OF PERSONNEL**

**ABSTRACT**

This report recommends the adoption of a revised Alcohol and Drug Misuse Policy.

**1. RECOMMENDATION**

The Committee note the terms of this report and approve the adoption of the attached revised Alcohol and Drugs Misuse Policy.

**2. INTRODUCTION**

The Council's existing Policy on Alcohol and Drugs Misuse was introduced in 1997, report 893/97 refers. It's aim was to foster new attitudes, develop good practice and provide reassurance and confidence to employees and management when dealing with alcohol/drug related problems.

Although the Policy has in general been effective it has become evident through experience of operating the Policy that some revision is required to ensure clarity and avoid any risk of misinterpretation.

**3. PROPOSAL**

A revised Policy is attached for the Committee's approval. While the revised version does not represent an extensive revision to the existing Policy the Committee is asked to note that:

- the Policy now highlights the need to undertake a comprehensive training and awareness programme to raise the profile of alcohol and drug misuse linking in to the Council's efforts in promotion Scotland's Health at Work
- the Policy is now more explicit as regards the procedures to use when an alcohol/drug issue emerges during the course of normal day to day work activities or during absence management/disciplinary proceedings

**4. FINANCIAL IMPLICATIONS**

There are no financial implications associated with the terms of this report.

**5. HUMAN RIGHTS IMPLICATIONS**

The adoption of this policy per se has no human rights implications. However, in the implementation of the policy officers and councillors will require to consider Article 8 which grants all parties a right to respect for private and family life.

The Council as employer is entitled to expect all employees to be capable of performing the duties for which that employee was employed. As such it is entitled to put in place policies to guide practice in certain specified circumstances. In following the guidance contained in the Policy on Alcohol and Drug Misuse, the Council will be complying with the Human Rights Act.

## **6. CONSULTATION**

The Chief Executive, Director of Finance and Director of Law and Administration have been consulted on the terms of this report. The Trade Unions have been consulted on the terms of the Policy.

**Janice Torbet**  
**Director of Personnel**

**NOTE:** No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above Report.