

# **FOULDEN PARISH COUNCIL – DRUGS AND ALCOHOL POLICY**

## **1.0 The Policy**

**1.1** The Council's policy on the use of alcohol and drugs is based on the Council's commitment to assist employees wherever possible, to provide in accordance with Health and Safety Regulations a safe and secure working environment for employees, to produce a quality service to the public, and to protect the integrity of the Council's reputation in the eyes of the community. This policy covers alcohol and controlled substances and volatile substance abuse. Controlled substances include illegal drugs and legal drugs used in excess or for non-medical purposes. Volatile substances include solvents and glue.

## **2.0 Rules**

- 2.1** It is Council policy that employees shall not during working hours or whilst on Council business and whether on Council premises or when using Council vehicles:
- 2.2** Sell, purchase, possess, supply or use controlled substances or volatile substances.
- 2.3** Drive Council vehicles or private vehicles on Council business whilst under the influence of alcohol or controlled substances or volatile substances. Council business shall for the purposes of this policy include attending conferences/business meetings/Council functions.
- 2.4** If you act in breach of the above rules you may face action under the Council's disciplinary policy which may lead to dismissal (including instant dismissal for gross misconduct).
- 2.5** If you supply drugs during or outside employment you may face instant dismissal for gross misconduct under the Council's disciplinary policy regardless of any sentence imposed by the Courts.