Drugs and Alcohol Misuse Policy

[Company name]

[Company logo]

Effective from: [date]

Drugs and Alcohol Misuse Policy

Background

A.	_	pany name] is fully committed to ensure the health, safety and welfare of nployees, contractors,	
B.	Use	of drugs and alcohol causes an output loss to the New Zealand ■ ■ ■ ■ ■ ■	
	•	increased sickness absence;	
	•	the inability to work (unemployment = = = = = = = = = = = = = = = = = = =	
	•	premature deaths amongst people of working age.	
C.		policy is made under the Section 3 (1) of the Health and Safety at Work ■ 2015 ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ 1975 .	
D.	the e	policy is being written with the employees' best interest in mind. So that mployees are aware of the ill effects of • • • • • • • • • • • • • • • • • •	
E.	This	drugs and alcohol misuse policy also forms part of ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■	
1.	Principles		
	This	policy is intended to:	
	1.1.	improve and promote health in the workforce;	
	1.2.	reduce employee absence levels;	
	1.3.	retain key talent;	
	1.4.	support [Company name]	

2.	Sco	pe of	the	policy

3.

۷.۱.		■ ■ , ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ .
2.2.	••••	olicy covers the use and misuse of all illegal
The	polic	y
3.1.	Use of	:
	3.1.1	any part of the premises or grounds of the [• • • • • •], • • • • • • • • • • • •
	3.1.2	any site • • • • • • • • • • • • • • • • • • •
	3.1.3	a company owned vehicle.
	3.1.4	the premises ••••••••.
	3.1.5	any place in the company of ••••, •••, ••••
3.2.	No en	nployee shall = = = = = = = = = = = = = = = = = =
3.3.	No em	ployee shall possess, ■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■
3.4.		onsumption of alcohol is permissible at the office • • • • • • • • • • • • • • • • • • •
3.5.	-	olicy applies to • • • • • • • • • [• • • • • •] • • • •
3.6.	[Comp	any name]

4. Guidelines

5.

4.1.		
4.2.	When a	attending meetings or other events
OR	••.	
4.3.		attending meetings or other events at venues 2
4.4.		any name] treats any drug and, or, alcohol dependency of any of
	•••.	
Poli		plementation
Pol i 5.1.	i cy im [Manaç	plementation ger name] • • • • • • • • • • • • • • • • • • •
	icy im [Manaឲ្	ger name] = = = = = = = = = = = = = = = = = = =
5.1.	icy im [Manaឲ្	ger name] = = = = = = = = = = = = = = = = = = =
5.1.	icy im [Manaç ■ ■ ■ ■	ger name] • • • • • • • • • • • • • • • • • • •
5.1.	icy im [Manaç • • • • Information	ger name] ation on the policy will be: displayed at [
5.1.	[Manage Manage Ma	ger name] ation on the policy will be: displayed at [
5.1.	[Manage	ger name] ation on the policy will be: displayed at [in a in

	5.4.	
6.	Ran	ndom testing program
	6.1.	
	6.2.	
	6.3.	••••••
	6.4.	
	6.5.	
	6.6.	2020
7.	Enf	orcement of the policy
	7.1.	
	7.2.	
	7.3.	

8. Consultation

8.1.

8.2.

9. Support for drug and alcohol dependant employees

10. Review of the policy

10.1.

10.2.

10.3. [

Signed: [Signature]

Date: [Date]

Explanatory notes:

Drugs and Alcohol misuse policy

General notes

1.	Many of the terms in this document will call for your careful consideration as to whether they accord with your actual preferred business procedures. If they do not, then		
2.	How to	successfully implement the policy:	
	2.1	Consult with the workforce. If there is a \blacksquare	
	2.2	Explain why this policy ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ .	
	2.3	Consider possible alternatives: can the object be achieved by the use of bars (or designated • • • • • • • • • • • • • • • • • • •	
	2.4	If possible, offer counselling and support to	
	2.5	Ensure that new rules and the consequences of breaking • • • • • • • • • • • • • • • • • • •	
	2.6	Ensure	
	2.7	Monitor and review the policy in operation.	
Para	agra	ph specific notes	
Net La	awman	usually provides paragraph-specific notes. We have ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■	

End of notes