

FOI0181/2022 Response

The purpose of this request is to identify health authority policies for dealing with alcohol and other substance use in employees of the authority who are registered healthcare professionals with the aim of understanding whether authorities have distinct policies or whether it is dealt with under existing wider policy. With this in mind please could you answer all of the following questions and supply the requested information and documentation:

1. Does your authority have a distinct policy covering alcohol and/or other substance use by employees of the authority? If so, on what date was this policy implemented? What policy did this supersede? Please provide a copy of your current alcohol and substance use policy.

We have an Alcohol and Substance Misuse, Addictions and Dependence Policy. Implemented September 2020. Copied attached

2. Does your authority's current occupational health policy include sections or subsections which cover the use of alcohol and/or other substances by employees of your authority who are registered healthcare professionals, including but not limited to alcohol and/or substance addiction and/or impairment at work due to substance use? If so, on what date was this policy implemented? Please provide a copy of your current occupational health policy

We don't have an Occupational Health policy, section 3.2 of the attached policy covers what the requirements are from OH in terms of support, assessment, testing, education and training.

3. What policy within your authority covers performance management issues related to alcohol and substances within the workplace, including but not limited to impairment at work due to alcohol or substance use, and/or criminal activity either during or outside of work hours related to alcohol and substance use? On what date was this policy implemented? Please provide a copy of the current policy in which this information is included.

Attached policy in section 2.1 talk about any issues arising which are misconduct or gross misconduct need to be referred to the Trust's disciplinary process.

4. If there is a concern regarding a registered healthcare professional employee's alcohol or substance use, please outline the process applied within your authority for dealing with the issue, with reference to pathways for the employee concerned, and who has responsibility for decision making for any given pathway the employee is placed upon, and how decisions are made as to how the pathways are implemented.

Section 3 of the attached policy confirms this.