
MANAGEMENT REVIEW COMMITTEE

Thursday, 2nd August, 2018

Present: Councillor Miles Parkinson (in the Chair), Councillors Tony Dobson

Apologies Paul Cox

95A Apologies for absence, Substitutions, Declarations of Interest and Dispensations

Apologies for absence were submitted from Councillor Paul Cox.

There was no substitute representative for Councillor P. Cox.

There were no declarations of interest or dispensations.

96A Minutes of Last Meeting Held on 20th March 2018

The Minutes of the meeting of the Management Review Committee held on the 20th March 2018 were submitted for approval as a correct record.

Resolved - **That the Minutes be received and approved as a correct record.**

97A Draft Drugs and Alcohol Policy

The Head of Human Resources submitted a report and presented a draft Drugs and Alcohol Policy, as attached in Appendix 1 to the report and informed Members that since the meeting in March further discussions had taken place with Unison.

The outcome of these discussions had resulted in a revised draft policy with the main change of a "last chance" for anyone who is caught attending work with drugs or alcohol in their system above the workplace cut off level, if the person admits to having a problem and can show that they are seeking appropriate support.

The conditions for this were detailed in the revised draft at sections 9.6-9.7.

Unison would agree to the implementation of the proposed drugs and alcohol policy if it was reviewed after a period of 6 months and then possibly at 12 months.

The draft has been amended to include a review after 6 (rather than the previous 12) months. The link to job evaluation had also been removed.

Implementation of the revised Policy would follow a programme of staff briefings to ensure that they understood the changes and were given every opportunity to access support if applicable. Implementation was planned for the start of November.

Resolved - **That the Committee considered and agreed the revised Drugs and Alcohol policy.**

Signed:.....

Date:

Chair of the meeting
At which the minutes were confirmed