

Drug & Alcohol Policy



Applicable to:	All CPNZ Patrollers
Linked to:	CPNZ Fit for Purpose Policy CPNZ Code of Conduct NZ Health and Safety at Work Act 2015

Rationale

All Patrollers must be able to perform their duties in a professional manner, without impairment from drugs or alcohol, in order to meet Health and Safety requirements as well as maintain the trust and confidence from the New Zealand public and other organisations including the Police.

Responsibility

Responsibility for this policy sits with the CPNZ Board, Patrol Leaders and all Patrollers. CPNZ recognises its responsibility under the Health and Safety at Work Act (2015) "A PCBU must ensure, so far as is reasonably practicable, that the health and safety of other persons is not put at risk from work carried out as part of the conduct of the business or undertaking". Personal and Patrol responsibility must be taken in regards to upholding this policy.

Policy

1. CPNZ maintains a workplace, or workplaces, that are free of substances, whether legal or not, which have the potential to adversely affect a Patroller's behaviour or performance, or that may create a risk to the safety of any other person.
2. Patrollers who have been prescribed medications that have the potential to impair driving or any other activity must report this to their Patrol Leader. Patrollers must have a 'safe to drive' conversation with their health practitioner about any prescription medication.
3. All Patrollers are expected to report any concerns about a peer's substance use to their Patrol Leader or CPNZ National Office.
4. CPNZ has zero tolerance for drugs or alcohol consumption while Patrolling. Alcohol must not be consumed within eight hours of commencing a CPNZ patrolling activity.
5. CPNZ will not tolerate the manufacture, possession, usage, distribution or use of illegal substances by any Patroller.
6. CPNZ shall take all reasonable steps to ensure that all discussions or investigations concerning a Patroller's drug or alcohol use shall remain confidential between the Patroller, the Patrol Leader and CPNZ National Office and Trust Board.
7. CPNZ will support Patrollers by referring them to recovery programmes where appropriate.

Policy Status: Current (2021)	Next Review: 2022
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