

Councillors' Alcohol and Other Drugs Policy

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Approved by:	General Meeting
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Head of Power

Code of Conduct for Councillors in Queensland behavioural standard 1.5:

Ensure that their behaviour or capacity to perform their responsibilities as a Councillor is not impaired by the use of substances that may put them or others at risk while performing their duties (for example, alcohol, illegal drugs or prescribed/nonprescribed and/or restricted substances)

Policy Objective

To provide a safe, healthy and productive workplace, eliminating risks associated with the adverse effects of impairment from alcohol and other drugs in the workplace.

This policy applies to the Mayor and Councillors of Redland City Council when in the workplace and/or when undertaking official duties. However, Councillors as the primary representative of the Council, are still required to comply with the Code of Conduct for Councillors in Queensland and any other legislative provisions that are in place at all times.

Policy Statement

Redland City Council, through its Corporate Plan, is committed to providing services that deliver our community's shared vision and collective aspirations: *Naturally wonderful lifestyle. Connected community. Embracing opportunities.* We are a values led organisation and our organisational values encapsulate what we care about, influence how we operate and support our mission: Make a difference, make it count. Council is committed to:

- Protecting the health and safety of all Councillors, employees, residents, and visitors.
- Ensuring Councillors are in a fit state to undertake their official duties.
- Conducting random testing in accordance with the Council's Drug and Alcohol Guideline and Procedure.
- Preventing alcohol and other drugs related incidents.
- Providing education and support to Councillors where required.

Council's Alcohol and Other Drugs Guideline sets out the thresholds for Redland City Council Councillors, officers, employees and contractors as follows:

- 0.0% Blood Alcohol Content (BAC) for High-Risk Work under the *Work Health and Safety Act 2011 (Qld)* and <0.05% BAC for all other work.
- Zero tolerance to the use and presence of testable drugs in the workplace.

Where a reasonable suspicion has been established that a Councillor is under the influence of alcohol or drugs when in a workplace, testing will be undertaken in accordance with the Guideline and Council, in accordance with the provisions of the *Local Government Act 2009*, will refer the matter to the Office of the Independent Assessor.

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Definitions

Term	Definition
Alcohol and Other Drugs (AOD)	Includes alcohol, opiates, cannabinoids, cocaine and amphetamines. Does not include caffeine, paracetamol, nicotine, prescribed dosage of prescription medication.
Code of Conduct for Councillors in Queensland	The Code of Conduct sets out the standards of behaviour applying to all Councillors in Queensland. The behavioural standards relate to, and are consistent with, the local government principles and their associated values.
Councillors	Mayor and all Councillors.
Impairment	A symptom of reduced quality, strength or effectiveness of a person because of drugs and / or alcohol consumption whilst performing official duties.
Official Duties	<p>Official duties or official Council business is where a Councillor is undertaking their legislated role as a Councillor in accordance with the provisions of the <i>Local Government Act 2009</i>.</p> <p>The following non-exhaustive list provides examples of what would normally be considered Official Duties:</p> <ul style="list-style-type: none"> • Attending formal or informal meetings including ordinary and special meetings, committee meetings, briefing sessions and workshops. • Any meeting that directly has the primary purpose of discussing council or council business • Attendance at community meetings. • Formal engagements where a councillor is representing council in an official capacity. • Attendance at a conference. • Formal meetings between Councillors about Council business. • Meeting with or undertaking discussions with residents either in the workplace or off-site. • Travel to and from any official duties listed above.
Workplace	A workplace or work location includes any Redland City Council building, telecommuting, working from home, work endorsed events, work social functions and whilst operating Council owned vehicles. It also encompasses the definition of 'workplace' in the <i>Work Health and Safety Act 2011</i> .

Associated Documents

HSW-001-043-G Alcohol and Other Drugs Guideline ([A214592](#))

Code of Conduct for Councillors in Queensland

Local Government Act 2009

Local Government Regulation 2012

Work Health and Safety Act 2011

Work Health and Safety Regulation 2011

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Document Control

Only Council can approve amendments to this document by resolution of a Council Meeting, with the exception of administrative amendments which can be approved by the relevant ELT member.

Any requests to change the content of this document must be forwarded to relevant Service Manager(s).

Approved documents must be submitted to the Corporate Meetings and Registers Team for registration.

Version Control

Version number	Date	Key Changes
1	June 2023	<ul style="list-style-type: none">New Policy