	Document Title	Document Number	Issue Date
ىبىدرة للطب Sidra Medicine	ALCOHOL AND DRUG FREE WORKPLACE	308	23/03/2021
	Approved By	Version Number	Review Due Date
POLICY	Dr. Barbro Fridén Chief Executive Officer	2	23/03/2023

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SCOPE	Organizational Departmental			
TITLE	Alcohol And Drug Free Workplace			
PURPOSE	 Demonstrate Sidra's commitment and responsibility to ensure a safe and healthy workplater for all staff Demonstrate Sidra Medicine commitment and responsibility to ensure a safe health server in the s			
	 Ensure staff at Sidra Medicine can work in an environment free of alcohol and drug use or abuse 			
	Outline Sidra's expectations and requirements for creating and maintaining an alcohol and drug free work environment, and for dealing with substance abuse in the workplace			
APPLICABLE TO	All staff including contractors , students, observers and volunteers working in Sidra Medicine			
DEFINITIONS	Prohibited Substances: Includes any drugs considered illegal under Qatar law, alcohol, or prescription drugs not taken in accordance with a prescription given by a physician to the employee. For Cause Testing: Drug and/or alcohol testing when there is reasonable suspicion that an employee may be impaired due to the effects of drugs and/or alcohol.			
	Substance abuse refers to the harmful or hazardous use of psychoactive substances, including alcohol and illicit drugs 3			
EXPECTED OUTCOME	To have in place and alcohol and drug free working environment where patients are safe and staff are fit for work.			

POLICY STATEMENT

- 1. The use, possession, production of, solicitation for, or sale of prohibited substances in the workplace is prohibited. Sidra Medicine reserves the right to conduct searches for drugs or alcohol, including, but not limited to, searches of desks, lockers, filing cabinets, bags, packages. Any prohibited substances found as a result of such a search will be confiscated and the owner or user of the item searched will be subject to for-cause testing and disciplinary action, up to and including termination of employment.
- 2. All individuals working at Sidra Medicine are expected to report physically and mentally fit for duty and be able to perform assigned duties safely and acceptably without any limitations due to the use or after-effects of alcohol, illegal drugs, non-prescription drugs, or prescribed medications or any other substance. All staff members must maintain their physical and mental fitness at work at all times.
- 3. It is the responsibility of all staff to identify concerns about an individual's immediate ability to perform their job. Where necessary, a staff member will advise a manager who will arrange to have the staff member, suspected of breaching the policy, moved to a place of safety.
- 4. The presence of any detectable amount of prohibited substances in the employee's system while at work is prohibited.

- 5. Employees may be required to undergo cause testing drug and alcohol testing as a condition of employment.
- 6. For-cause testing will be conducted at any time a staff member in the workplace is considered to be under the influence of drugs or alcohol, including but not limited to, the following circumstances: evidence of drugs or alcohol on or about the employee's person or in the employee's vicinity, unusual conduct on the employee's part that suggests impairment or influence of drugs/alcohol, negative performance patterns, or excessive and unexplained absenteeism or tardiness. If an employee is found to be under the influence of prohibited substances and or substance abuse while at work, the employee is subject to appropriate disciplinary action, up to and including termination of employment.
- 7. If an employee is tested for drugs or alcohol outside of the employment context and the results indicate a violation of this policy, or if an employee refuses to submit to testing under this policy, the employee may be subject to appropriate disciplinary action, up to and including termination of employment.

COMPLIANCE REFERENCES	Joint Commission International, Joint Commission International Accreditation Standards for Hospitals. 7 th Edition SQE.8.2		
RELATED PROCEDURES/ DOCUMENTS	PRO - O - Alcohol and Drug free Workplace POL - O - Corrective Action POL - O - Separation of Employment		
REFERENCES	World Health Organization health topics substance abuse; viewed (01/10/2019) https://www.who.int/topics/substance_abuse/en/		
NAME OF AUTHOR	Helen Farrell, Occupational Health Specialist Practitioner		
POLICY OWNER/ DEPARTMENT	Chief of Administration Services / Occupational Health		
APPROVAL BODY	As per POL - O - Tables of Decision Authorities (ToDA) and Financial Authorities (ToFA)		
MEASUREMENT OF COMPLIANCE	Number of screened staff in Occupational Health and number of escalations of positive results to HR department.		
KEYWORD SELECTION	Keyword 1 : Alcohol Keyword 2 : Drug free Keyword 3 : Substance misuse		

Version Number	Issue Date	Summary of amendments Key Changes	Communication Message
1	11/04/2015	New Policy	The purpose of this policy is to demonstrate Sidra's commitment and responsibility to ensure a safe and healthy workplace for all staff.
2	23/03/2021	 Reference included: World Health Organization health topics substance abuse; viewed (01/10/2019) https://www.who.int/topics/substance _abuse/en/ Added policy statements to demonstrate Sidra Medicine commitment and responsibility to ensure a safe health service provision. to ensure staff at Sidra Medicine can work in an environment free of alcohol and drug use or abuse Definition added: Substance abuse refers to the harmful or hazardous use of psychoactive substances, including alcohol and illicit drugs. Approved by Dr. Barbro Fridén, Chief Executive Officer. 	Sidra Medicine is commitment to ensure that staff working in the organisation are both drug and alcohol free. This policy will provide a standardized framework relating to testing employees for alcohol and drugs in the workplace at Sidra Medicine. Rehabilitation and counselling will be offered via QLM Insurance as per the Procedure.