

 <p>BAY OF PLENTY DISTRICT HEALTH BOARD HAUORA A TOI</p>	<p>Policy Name: Impairment – Management Of Impaired Employee File Name: 5.4.5</p>	<p>Policy No: 5.4.5 Issue Date: Jul 2016 Review Date: Jul 2017</p>
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IMPAIRMENT - MANAGEMENT OF IMPAIRED EMPLOYEE

POLICY STATEMENT

Bay of Plenty District Health Board (BOPDHB):

1. Will ensure that members of the public, consumers and staff are not placed at risk as a consequence of the impairment of a staff member.
2. Recognises that a staff member's performance may be impaired because of illness, injury, misuse of alcohol or other substances, stress / fatigue or other reasons.

PURPOSE

1. This policy is intended to provide a framework to assist managers and staff to identify and address impairment effectively and promptly.
2. To establish a framework within which impaired employees will be assessed, managed and supported.

EXCLUSIONS

Employees on prescribed medication that may impair their ability to perform their normal work tasks are required to inform their manager as soon as reasonably practicable. Accommodation will be made in most circumstances, except where there is serious risk to patients, other staff or the public.

REFERENCES

- Injury Prevention Rehabilitation and Compensation Act (2001) (IPRC Act)
- Health & Disability Commissioner Act (1994)
- Health Information Privacy Code (1994)
- [Health and Safety at Work Act 2015](#) and [Regulations 2016](#)
- Human Rights Act (1993)
- Health Practitioners Competency Assurance Act (2005)
- Mental Health Act (1992)
- Nurses Act (1977)
- Pharmacy Act (1970)
- Physiotherapy Act (1949-99)
- Privacy Act (1993)
- Southland District Health Board Drug & Alcohol policy

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<p>Policy Steward: GM Governance & Quality</p>	<p>Authorised by: Chief Executive Officer</p>	



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ASSOCIATED DOCUMENTS

- Bay of Plenty District Health Board policy 5.4.5 protocol 1 Impairment – Standards & Principles
- Bay of Plenty District Health Board policy 5.4.5 protocol 2 Impairment – Possible Causes of
- Bay of Plenty District Health Board policy 5.4.5 protocol 3 Impairment – Identification and Management of Employee Impairment
- Bay of Plenty District Health Board policy 5.4.5 protocol 4 Impairment – Drug & Alcohol Misuse in the Workplace
- Bay of Plenty District Health Board policy 2.1.4 Incident Management
- Bay of Plenty District Health Board policy 3.50.02 protocol 7 Supporting Staff
- Bay of Plenty District Health Board policy 3.50.02 protocol 9 Investigation Process
- Bay of Plenty District Health Board policy 3.50.02 protocol 15 Disciplinary Process
- Bay of Plenty District Health Board policy 3.50.05 Protected Disclosures
- Bay of Plenty District Health Board policy 3.50.00 protocol 1 Shared Expectations (Code of Conduct)
- Bay of Plenty District Health Board policy 5.3.10 Stress and Fatigue – Management in the Workplace
- Bay of Plenty District Health Board policy 5.4.7 Threatening Behaviour, Bullying, Harassment & Violence in the Workplace – Management of
- Bay of Plenty District Health Board Form FM.A16.1 Alcohol and Drug Testing Record
- Bay of Plenty District Health Board Incident Form

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