
NOTICE OF MEETING

EMPLOYMENT COMMITTEE

TUESDAY, 17 OCTOBER 2017 AT 9.30 AM

THE EXECUTIVE MEETING ROOM - THIRD FLOOR, THE GUILDHALL

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If any member of the public wishing to attend the meeting has access requirements, please notify the contact named above.

Membership

Councillor Donna Jones (Chair)
Councillor Luke Stubbs (Vice-Chair)
Councillor John Ferrett
Councillor Jim Fleming
Councillor Darren Sanders
Councillor Gerald Vernon-Jackson CBE

Standing Deputies

Councillor Simon Boshier
Councillor Ryan Brent
Councillor Leo Madden
Councillor Lynne Stagg
Councillor Linda Symes
Councillor Matthew Winnington

(NB This agenda should be retained for future reference with the Minutes of this meeting.)
Please note that the agenda, minutes and non-exempt reports are available to view online on the Portsmouth City Council website: www.portsmouth.gov.uk

Deputations by members of the public may be made on any item where a decision is going to be taken. The request should be made in writing to the contact officer (above) by 12 noon of the working day before the meeting, and must include the purpose of the deputation (for example, for or against the recommendation/s). Email requests are accepted.

A G E N D A

1 Apologies for Absence

2 Declarations of Members' Interests

3 Substance Misuse - Drug and Alcohol Testing Policy - Port (Pages 3 - 32)

The purpose of the report is to provide clarity on points raised at the Employment Committee of 12 September 2017 and recommend the introduction of a drug and alcohol testing policy for employees and third parties working at Portsmouth International Port (the Port).

RECOMMENDATIONS:

It is recommended that Members:

- i. **Note the clarification provided on points raised at the Employment Committee of 12 September 2017.**
- ii. **Agree the recommendations presented at the Employment Committee of 12 September 2017, these being;**
 - a. **Introduce drug and alcohol testing for all roles at the Port with both "random" and "with cause" testing.**
 - b. **Adopt the Substance Misuse - Drug and Alcohol Testing Policy with the proposed changes, in order to implement the testing process fairly and consistently, in accordance with the Authority's approach to substance misuse (Appendix 1).**
 - c. **Delegate authority to the Director responsible for HR and the Port Director, to review the Substance Misuse - Drug and Alcohol Testing Policy after an initial 1 year period and thereafter in line with all policy reviews.**

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