

AGENDA ITEM NO: 7.4

MEETING DATE: April 4, 2023

**STAFF REPORT – COVER SHEET**

SUBJECT: Workplace Impairment Policy DATE: March 28, 2023

DEPARTMENT: Corporate Services PREPARED BY: J Hahn

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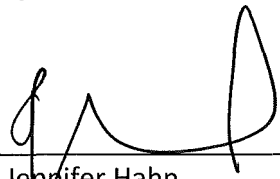
**1. SUMMARY OF ISSUE:**

Workplace impairment as an occupational health and safety issue is of increasing concern to employers, workers, and other stakeholders, as stated by WorkSafe BC. Physical or mental impairment in the workplace can create a significant risk of injury and death to the impaired worker, co-workers, and members of the public.

Employers have a duty to ensure the health and safety of workers, and must not assign impaired workers to activities where impairment may endanger anyone. They must also not permit workers to remain at any workplace while their ability to work safely is affected by alcohol, a drug, or any other substance or condition. Staff have prepared a Workplace Impairment Policy which clearly sets out an approach to managing workplace impairment and reducing the risks it presents.

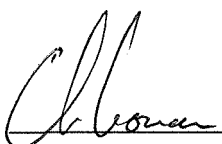
**2. RECOMMENDATION:**

That Council approve Policy Directive No. D-24 – “Workplace Impairment Policy”, as contained within the Staff Report dated March 28, 2023.

  
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Jennifer Hahn,  
Director of Corporate Services

**4. CHIEF ADMINISTRATIVE OFFICER'S  
RECOMMENDATION/COMMENTS:**

Supports recommendation.

  
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Chris Crosman, CAO