

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD  
BY DEPUTY K.M. WILSON OF ST. CLEMENT  
QUESTION SUBMITTED ON MONDAY 4th NOVEMBER 2024  
ANSWER TO BE TABLED ON MONDAY 11th NOVEMBER 2024**

**Question**

“Further to [Written Question 158/2024](#), regarding drug testing for public servants, will the Chair advise –

- (a) what progress, if any, has been made since April 2024 on relevant policies or legislation to introduce drug-testing;
- (b) how any intended changes in the policy will be funded and when will this funding be delivered; and
- (c) what actions, if any, will the States Employment Board undertake to ensure health services, education, and other public services are delivered in a drug-free environment by drug-free professionals; and if it is not going to undertake any actions, why not?”

**Answer**

- (a) The Government continues to develop the policy as part of a broader update of the Substance Misuse Policy, applicable to all public servants. There is specific work on the development of compulsory and voluntary drug and alcohol testing. This will require significant consultation and input from unions, employee networks, staff groups and Occupational Health specialists. We intend to start full consultation in Q1 2025 with a view to implementing the policy in Q2 2025.

The discussions and consultation with the above will include:

- Scheduled and unscheduled drug and alcohol testing
  - How to equip managers with the skills and knowledge to confidently handle alcohol and drug-related incidents
  - How to identify substance misuse signs and impairment, understanding testing procedures, and address concerns effectively
- (b) Consideration as to how this will be funded will be required as part of any change in policy.
  - (c) The States Employment Board will be discussing the introduction of the Substance Misuse Policy, which will apply to all public servants, noting the specifics of the policy and its application in different sectors. In the meantime, the [States of Jersey Codes of Practice](#) sets out clear expectations of all public servants regarding the standards expected of them. All public servants have a duty to report concerns that fall short of these standards; examples include unlawful conduct, health and safety, and outside interests of material importance to confidence in the integrity of a public servant. HCS already have in place a Substance Misuse Policy [HCS Substance Misuse Policy](#), as an example.