

Workplace Impairment Policy

The Department of Education and Early Childhood Development (EECD) is pleased to share the *Workplace Impairment Policy*, which has been developed in collaboration with staff from the Regional Centres for Education (RCEs) and the Conseil scolaire acadien provincial (CSAP), and with consultation and input from the Public School Administrators Association of Nova Scotia (PSAANS), the Nova Scotia Teachers Union (NSTU), the Nova Scotia Government and General Employees Union (NSGEU), the Canadian Union of Public Employees (CUPE), the Nova Scotia Union of Public and Private Employees (NSUPE), and the Service Employees International Union (SEIU).

The *Workplace Impairment Policy* informs employees and supervisors of the requirements and expectations respecting the use of impairing substances that may impact the workplace. This policy further provides supervisors with information, tools, and supports to address the use of impairing substances inside and outside of the workplace that impact an employee's fitness for duty.

The policy is effective as of **September 2023** and will replace RCE/CSAP policies currently in place. The directives outlined in this policy are in addition to, not in place of, those set out in other relevant legislation, policies, guidelines, and applicable provisions in collective agreements.

EECD acknowledges that there are administrative duties associated with this policy and that RCE/CSAP human resources staff will play a significant role in its implementation. We are committed to working with RCEs and the CSAP to ensure the policy is successfully put into practice.

Original signed by

Hon. Becky Druhan

Minister of Education and Early Childhood Development