

Section 805 – Substance Use and the Workplace

Key Messages and Q and A

Last revised: July 2018
Last reviewed: July 2018
Next review:

This document outlines key messages and questions and answers for Section 805 – Substance Use and the Workplace.

Key Messages

- The Government of Saskatchewan has an obligation to protect the health and safety of its employees.
- The Government of Saskatchewan has implemented PS 805 Substance Use and the Workplace policy. This policy covers all substances that can impact an employee's ability to perform their duties safely in the workplace.
- Employees are expected to be fit for duty and to remain so for the duration of any period they carry out duties, or may be expected to carry out duties.
- Fit for duty means that an employee's performance is not altered or affected by the use of a substance as defined in the policy.
- Employees cannot possess, distribute and/or use legal recreational substances in the workplace or during any period in which the employee is carrying out their duties.
- Employees who are prescribed or authorized medications may be eligible for accommodation under PS 705 Employment Accommodation policy.

Questions and Answers

1. What does fit for duty mean?

Fit for duty means that an employee's performance is not altered or affected by the use of a substance as defined in PS 805 Substance Use in the Workplace policy. Employees are expected to perform their duties in a manner that ensures their health and safety, and the health and safety of others who may be affected.

2. What substances does the policy cover?

The PS 805 Substance Use in the Workplace policy covers all substances, including alcohol, recreational cannabis, illegal drugs, illicit drugs, prescription drugs, over-the-counter and authorized cannabis.

3. Can I smoke recreational marijuana on my breaks?

No. Employees are expected to be fit for duty and remain so for the duration they carry out their duties or may be expected to carry out their duties. Legal recreational use of marijuana, or any other recreational substance is prohibited in the workplace or during any period which the employee is carrying out their duties as outlined in PS 805 Substance Use and the Workplace policy.

4. Can I have alcohol on my lunch breaks?

No. Employees are expected to be fit for duty and remain so for the duration they carry out their duties or may be expected to carry out their duties. Use of alcohol or any other recreational substance is prohibited in the workplace or during any period which the employee is carrying out their duties as outlined in PS 805 Substance Use and the Workplace policy.

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5. Can employees bring recreational marijuana into the workplace when it's legal?

No. Possession of recreational marijuana is prohibited as outlined in PS 805 Substance Use and the Workplace policy.

6. What if I smoke marijuana when it becomes legal?

The Government of Saskatchewan expects employees to come to work fit for duty, which includes not using alcohol or recreational marijuana for the duration of any period they carry out duties, or may be expected to carry out duties as outlined in PS 805 Substance Use in the Workplace policy.

7. Is the Government of Saskatchewan doing drug testing?

The Government of Saskatchewan does not currently have a policy or process to support drug or alcohol testing of employees.

8. Will I be disciplined if I voluntarily ask for help for a substance abuse problem?

Voluntarily asking for help to overcome a substance use problem is not grounds for discipline. Employees are encouraged to seek help. The Employee and Family Assistance Program is available for confidential, short-term counselling and to assist in identifying resources to address substance abuse related concerns.

9. What if I suspect one of my employees is under the influence of a substance?

Employees must be fit for duty while they are at work. If an employee reports for work and their manager suspects they are unfit for duty, err on the side of caution and remove the employee from the workplace immediately. Managers should contact their ministry Human Resource Business Partner for guidance.

10. What if I suspect one of my employees is struggling with a substance use disorder or addiction?

If a manager notices that drugs or alcohol appear to be interfering with an employee's performance or their well-being is affected, they should contact their ministry Human Resource Business Partner for guidance.

If you have any questions, please contact your Human Resource Service Centre by phone at 1-877-852- 5808 or 306-798-0000 or by email at hrsc@gov.sk.ca.

Related Policies

- [PS 705 Employee Accommodation](#)
- [PS 803 Corrective Discipline](#)
- [PS 812 Smoke-free Workplace](#)
- [PS 805 Substance Use in the Workplace](#)