

	Montana Mental Health Nursing Care Center Policy Manual	Policy Number	417
		Original Date	06/16/1983
	Department: Personnel	Revised Date	01/09/2014
	Use of Alcoholic Beverages/Non-Prescribed Conscious Altering Drugs		

POLICY:

Conscious altering drugs, even prescribed by a physician, may not be used if they impair an employee's performance on the Montana Mental Health Nursing Care Center property. Alcoholic beverages are not allowed on the Montana Mental Health Nursing Care Center campus.

PROCEDURE:

1. Employees:
 - A. At no time will employees give residents conscious altering drugs that are not prescribed by the resident's physician.
 - B. Employees will not consume alcoholic beverages or illegal drugs during their scheduled working shift nor will they report to work in an intoxicated or conscious altered condition. Refer to Department of Public Health and Human Services Policy #160.
 - C. Employees must keep any personal medications secured to prevent access by others.