

Drug Misuse

POLICY AND PROCEDURE

Purpose

This policy aims to provide guidance and procedures for support workers and management of Subee Newlake, who suspect or have evidence that the people to whom they are providing a service are taking illegal drugs or substances.

Legislation

Drug Misuse and Trafficking Act 1985

Search Warrants Act 1985

Poisons and Therapeutic Goods Act 1966

Hemp Industry Act 2008

The Drug Misuse and Trafficking Act 1985 outlines:

A person who has a prohibited drug in his or her possession is guilty of an offence. However, the below are exceptions:

- A person licensed or authorised to have possession of the prohibited drug under the *Poisons and Therapeutic Goods Act 1966*,
- A person acting under a poppy licence under the *Poppy Industry Act 2016*,
- A person acting in accordance with an authority granted by the Secretary of the Department of Health where the Secretary is satisfied that the possession of the prohibited drug is for the purpose of scientific research, instruction, analysis or study,
- A person acting in accordance with a direction given by the Commissioner of Police under section 39G,
- A person for or to whom the prohibited drug has been lawfully prescribed or supplied, or
- A person who has the care of, or is assisting in the care of, another person for or to whom the

prohibited drug has been lawfully prescribed or supplied, and

- A person who has the prohibited drug in his or her possession for the sole purpose of administering, or assisting in the self-administration of, the prohibited drug to the other person in accordance with the prescription or supply.

Definition

Illegal Drugs: are those that are not prescribed by a doctor or bought at a drugstore. They are sometimes also called "street drugs." Some examples of illegal drugs include heroin (an opioid); cocaine (a stimulant); LSD, mescaline, PCP, methamphetamine, and psilocybin (hallucinogens); and gamma-hydroxybutyrate (GHB)

Supply: includes sell and distribute, and also includes agreeing to supply, or offering to supply, or keeping or having in possession for supply, or sending, forwarding, delivering, or receiving for supply, or authorising, directing, causing, suffering, permitting or attempting any of those acts or things.

Possession of prohibited drugs: A person who has a prohibited drug in his or her possession is guilty of an offence.

Intention: It is not an offence, for example, to carry an unauthorised drug for someone who is entitled to have it – as when someone gets a prescription for someone else. Neither is taking possession of a drug to destroy it an offence but holding on to the drug to use it oneself or to sell it would be an offence. Just observing another person use a drug would not be an offence.

Premises: "Premises" can mean a house, boat or caravan, anything which is not moving. (An open field does not count as "premises".) Responsibility for premises lies with occupiers, not owners. A tenant is an occupier for this purpose. Anyone who invites or excludes visitors, holds the key, or takes responsibility for "premises" will count as an

P- Drug Misuse	Printed documents are uncontrolled. View current documents on the Intranet	
V1	17/08/2021	Page 1 of 3



In-Home Care • NDIS Disability Support • Aged Care • Packages

Subee Unit 2, 84-90 Industrial Drive, Coffs Harbour NSW 2450
02 6651 3153 | www.subeenewlake.com.au
subee@subeenewlake.com.au



In-Home Care • NDIS Disability Support • Aged Care • Packages

Newlake 3/11 Glenwood Drive, Thornton NSW 2322
02 4966 8399 | www.subeenewlake.com.au
newlake@subeenewlake.com.au

Drug Misuse

POLICY AND PROCEDURE

occupier. This puts people sharing houses or flats in a difficult position. If one person uses cannabis with the knowledge of others, then the co-tenants could be prosecuted for allowing the premises to be used for smoking cannabis. It could also be an offence for an occupier to fail to put a stop to drug use on the premises for which he or she is responsible or jointly responsible.

Procedures

Subee Newlake is committed to working within the law. It is equally committed to making sure that its employees are not exposed to unnecessary risks of personal injury and harm.

If support workers have evidence or reasonable suspicions that a person for whom they are providing a service is using illegal drugs they should report this immediately to their manager. The manager will carry out a risk assessment to see if, from this evidence that, support workers are at risk in any way because of their working with someone who is using illegal drugs. From this assessment, the manager will decide an appropriate set of actions. For example, if the workers do appear to be vulnerable because of the client's use of drugs, management could decide to suspend or end the service after discussions with the other professionals involved.

If as an outcome of the assessment it is found that other vulnerable adults or children are at risk because of the drug use, then management would need to initiate local safeguarding procedures to protect those people. Where there are no risks to other people and the employees are not being implicated in any ways with the illegal drug use then management might decide that the situation should be monitored and kept under review.

Management will make it clear to support workers that they must not become involved directly or indirectly in any illegal drug taking by the service user.

For example, a support worker should not be expected to escort a service user outside of their home whom they know

is carrying illegal drugs. The support worker should not be open to accusations that they might be aiding and abetting the person to take illegal drugs or substances say in the event of a "stop and search" police action.

Where it is evident that the client is at risk of causing further harm to him or herself because of the drug use, service coordinators will alert other agencies and professionals involved in the clients care to make sure that a "harm reduction" plan is put into place to which the Subee Newlake could contribute.

Listed Illegal Drugs

The illegal drugs which are relevant to the mentioned policy include but are not limited to:

Amphetamines

Known as 'speed'. Although amphetamines increase alertness and delay fatigue, actual performance can be impaired. In the short term unwanted effects include restlessness, palpitations, headache, tremors, and sleeplessness. Longer-term use can produce paranoia and hallucinations.

Cocaine

Produces euphoria and excitement. Dose increases can cause anxiety, confusion, rapid pulse, convulsions, nausea, and vomiting. Longer-term use can induce paranoid psychosis.

MDMA

Also known as 'ecstasy', effects include an increase in blood pressure, pulse, and confidence, sweating, teeth grinding, nausea, anxiety, and paranoia. High doses can cause hallucinations, irrational behaviour fits and vomiting.

Cannabis

Known as pot, dope, marijuana, and hashish. In the short term can impair motor

P- Drug Misuse	Printed documents are uncontrolled. View current documents on the Intranet	
V1	17/08/2021	Page 2 of 3



In-Home Care • NDIS Disability Support • Aged Care • Packages

Subee Unit 2, 84-90 Industrial Drive, Coffs Harbour NSW 2450
02 6651 3153 | www.subeenewlake.com.au
subee@subeenewlake.com.au



In-Home Care • NDIS Disability Support • Aged Care • Packages

Newlake 3/11 Glenwood Drive, Thornton NSW 2322
02 4966 8399 | www.subeenewlake.com.au
newlake@subeenewlake.com.au

Drug Misuse

POLICY AND PROCEDURE

coordination, short-term memory, tracking ability, sensory functions, and perception. In the longer term it may cause decreased sperm count and motility, interfere with ovulation and prenatal development and impair immune responses (Can also be classified as a depressant).

LSD

Known as acid. Causes profound alteration to perception and sensory functions.

Training

Subee Newlake undertakes to provide training and support to any of its employees who need to provide a service to people who might be taking illegal drugs with reference to the key points identified above.

P- Drug Misuse	Printed documents are uncontrolled. View current documents on the Intranet	
V1	17/08/2021	Page 3 of 3



In-Home Care • NDIS Disability Support • Aged Care • Packages

Subee Unit 2, 84-90 Industrial Drive, Coffs Harbour NSW 2450
02 6651 3153 | www.subeenewlake.com.au
subee@subeenewlake.com.au



In-Home Care • NDIS Disability Support • Aged Care • Packages

Newlake 3/11 Glenwood Drive, Thornton NSW 2322
02 4966 8399 | www.subeenewlake.com.au
newlake@subeenewlake.com.au