

NCAS Staff & Alcohol Policy

Rationale

1. The intention of the Staff & Alcohol policy is to develop a clear set of rules for staff which relate to their consumption of alcohol at NCAS events.
2. Staff have an ongoing duty of care to athletes while they are under their control or supervision. This includes times when staff are instructing the athlete, when staff are involved with overnight camps with athletes, and when staff are travelling with athletes.
3. Staff must be ready and able to respond appropriately to an emergency situation at any time (for example, but not limited to: making decisions and providing instructions to others, assembling and evacuating a squad from a venue, transporting an injured person to hospital, relaying information to emergency services or athletes' parents)
4. The NCAS acknowledges that a practical approach based on 'reasonable expectation' is needed as the basis for a policy related to alcohol consumption by staff at NCAS events. 'Reasonable expectation' may include the perspective of the athlete, athlete's parent or guardian, local or state sporting association, sponsor, Academy management, and or local, state or national government authority.

Definitions

1. For the sake of this policy, the term "staff" may include but is not restricted to coaches, managers and other program staff, paid employees, committee members and others who may represent the NCAS. For the sake of this policy, "staff" shall also include the hosts of an athlete being billeted during an NCAS event.
2. For the sake of this policy, "events" may include but is not restricted to activities endorsed by the NCAS including squad training or selection days and camps, other inter-academy or similar sporting events, RACE sessions, Academy Awards, and similar presentation evenings.
3. "Directly supervising" includes but is not restricted to: travelling with athletes, attending meetings or briefings with athletes, providing general instructions to athletes, spectating at events.

Policy

1. Consumption of alcohol by staff or being under the influence while coaching, or directly supervising NCAS athletes at events is forbidden.
2. Staff must not consume alcohol at a rate that will have them exceed a .05% Blood Alcohol Level ¹.
3. Staff may not absolve themselves from their obligation to this policy. (eg: "Seeing that you're not drinking alcohol at all, I can have as much as I like" is not acceptable)
4. If a member of staff is clearly under the influence of alcohol, they should immediately surrender themselves from their duties and inform fellow staff. The affected staff member does not immediately do so, then other staff should surrender that person from their duties.
5. If a person is surrendered from their duties, the head coach of the program or supervising staff member must inform the Executive Director, then prepare and submit a written report within 48 hours of the event.
6. In the event that the person required to surrender their duties is the head coach or supervising staff member, the next most senior coach/staff member shall notify the ED and prepare the abovementioned report.

Breach

1. The Board of Management shall deal with any breaches of this policy on a case-by-case basis.

Relevant References

1. Road Users' Handbook, NSW Road & Traffic Authority, June 2001
2. NCAS Child Protection Policy and Billeting of NCAS Athletes Policy

Policy History

- Adopted by NCAS Board of Management on 02/10/2003
- Amended by NCAS Board of Management: 27/5/2004

¹ Blood Alcohol Level guidelines

"There are no set number of drinks that will keep you under .05 but there are some guidelines. A good guide for men is to have only one or two standard drinks in the first hour and one standard drink per hour after that. A good guide for women is to stick to one standard drink per hour or less" (Road Users' Handbook, NSW Road & Traffic Authority, June 2001, Page 44)