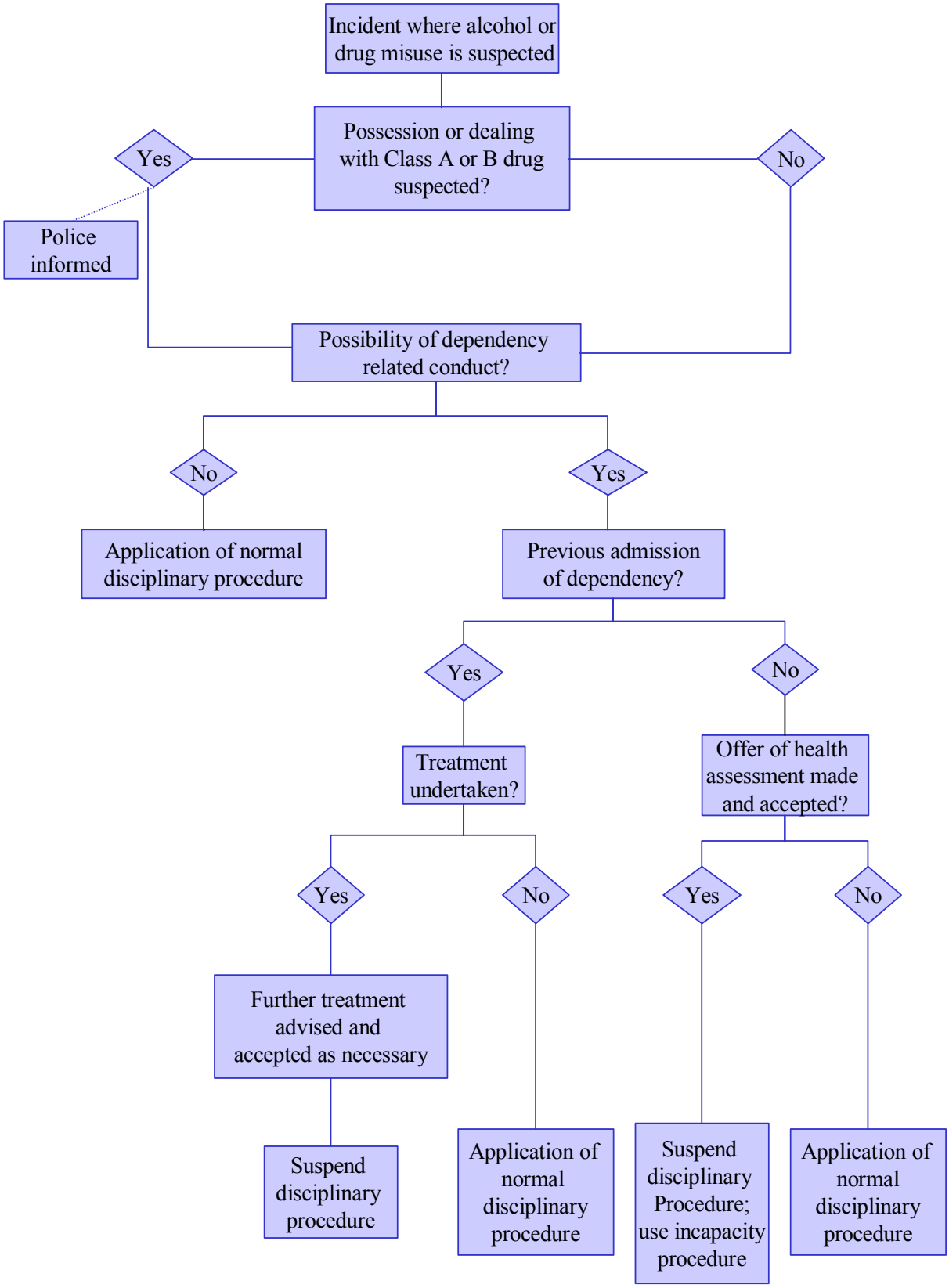
Procedure


Incident where alcohol or drug misuse is suspected
Possession or dealing with Class A or B drug suspected?
Yes
No
Police informed
Possibility of dependency related conduct?
No
Yes
Application of normal disciplinary procedure
Previous admission of dependency?
Yes
No
Treatment undertaken?
Offer of health assessment made and accepted?
Yes
No
Yes
No
Further treatment advised and accepted as necessary
Suspend disciplinary procedure
Application of normal disciplinary procedure
Suspend disciplinary Procedure; use incapacity procedure
Application of normal disciplinary procedure