

Sobriety checks in a new manner

Employers will see the regulations on sobriety control in the workplace regulated. The most important information for employers is **the possibility of preventive sobriety checks**. New regulations will soon be added to the Labor Code.

Inspection will be allowed when it is necessary to ensure the protection of the life and health of employees or other people or property protection, and the employer will introduce appropriate inspection rules in internal regulations. The introduction of sobriety control, the group or groups of employees covered by the sobriety test and the method of carrying out the sobriety test, including the type of device used for the control, the time and frequency of its carrying out, shall be determined in a collective labor agreement or in the work regulations or in a notice, if the employer is not covered by a collective labor agreement or is not obliged to establish work regulations. The employer informs employees about the introduction of the sobriety check in the manner adopted for a given employer no later than 2 weeks before it begins.

Sobriety control will not violate the dignity or other personal interests of the employee. Sobriety control includes testing with the use of methods that do not require laboratory testing by means of a device with a valid document confirming its calibration.

As can be seen, the introduction of preventive sobriety checks requires not only appropriate equipment, but also the adoption of control principles in internal regulations, in practice it will most often be Work Regulations.