

Consumption of alcohol on Police premises or in Police uniform

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Policy statement and principles

What

This chapter provides direction on the consumption of alcohol on Police premises or in Police uniform. It applies to all buildings, stations, Police employees and guests who are on Police premises, as well as to constabulary employees in uniform on or off Police premises.

Why

It is important that Police show leadership in responsible consumption of alcohol and act in a manner that New Zealanders expect and deserve. This policy sets out the limited circumstances in which alcohol can be consumed on Police premises or in Police uniform. It is designed to keep our people safe, while acknowledging that there are some limited circumstances, such as cultural traditions, in which alcohol may be consumed in the workplace or in Police uniform.

How

Alcohol may not be consumed on Police premises, other than at a [Police canteen](#) or in compliance with this policy. Alcohol may not be consumed in Police uniform, other than in compliance with this policy.

Alcohol consumption on Police premises

The consumption of alcohol is not permitted on Police premises other than:

- at an approved Police canteen maintained and run in accordance with the [Police canteens](#) chapter, or
- in an approved designated area of a Police premise with a responsible person nominated to oversee employees' behaviour in accordance with this policy.

The approved designated area of the Police premises must be out of sight of the public. Designated areas will be determined at the discretion of a District Commander or a Director responsible for the space, and may include cafeterias, meal rooms, meeting rooms, or shared office spaces (e.g., break-out spaces). Consumption of alcohol is expressly prohibited in all other areas including, but not limited to, office work areas (e.g., office desks).

The responsible person is required to be either a constabulary employee at the rank of Sergeant or above or an equivalent Police employee supervisor. The responsible person must remain where the alcohol is consumed for the entire duration of the consumption and must remain unimpaired (capable of legally driving a motor vehicle). It is the responsible person's role to ensure that the location is left clean and tidy.

Police employees may only consume alcohol that they have purchased themselves and brought on to that designated Police premise. The selling of alcohol on a Police premise is not permitted outside of a [Police canteen](#).

Members of the public must not consume alcohol on Police premises, except at a special function pre-approved by a District Commander or Director.

Employees must not consume alcohol at the Multi Agency Centres unless authorised by a District Commander or Director.

Employees must ensure their conduct does not unnecessarily expose the Police reputation to criticism and reflects the position held by Police in respect of alcohol and drink driver enforcement as part of Prevention First.

Alcohol consumption in Police uniform

Police staff should not consume alcohol while on duty unless it has been authorised by a District Commander or Director.

Police staff should not consume alcohol while in uniform (on- or off-duty), except in limited circumstances approved by a District Commander or Director. Examples of the limited circumstances in which alcohol consumption in uniform may be appropriate are:

- participation in the Loyal Toast at RNZPC graduation dinners
 - staff who attend funeral services for Police colleagues (or potentially other justice or emergency services sector personnel)
 - Police Liaison Officers representing Police at formal international events where alcohol consumption is customary
 - Police attendees at formal awards dinners or other ceremonial functions (for example, the Australasian Council of Women and Policing Awards or Australian Institute of Police Management end-of-course dinners)
 - Police attendees at cultural events or other ceremonial occasions where alcohol is served in recognition of the individual being honoured (e.g., investiture ceremonies at Government House, when Royal Honours are being awarded to Police staff).
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