DRINKING ALCOHOL WHILE ON BAR DUTY

When someone's working the bar, their job entails a lot more than just pouring drinks.

They're effectively 'in charge' of everything that's going on in the drinking area, and need to help maintain a safe environment and protect the health and wellbeing of members and guests.

It's a big job – that's why Good Sports clubs don't allow bar staff to drink on duty.

WHY IS THIS IMPORTANT?

There are several good reasons why bar staff shouldn't drink alcohol while on duty and it's a good idea to share these with staff, especially if the 'no drinking on the job' rule is new for your club.

1. Legal compliance

The sale of alcohol requires a licence or permit. Those operating under the licence or permit must do so responsibly and in accordance with the law.

Alcohol consumption impairs judgement, which can affect the ability to comply with Responsible Service of Alcohol (RSA) requirements, such as refusing service to intoxicated people or assessing levels of intoxication.

Non-compliance with laws and codes of conduct or practice could result in disciplinary action taken against the club's licensee or committee.

Failure to comply may result in fines or loss of licence.



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2. Duty of care and supporting staff/volunteers

Clubs have a duty of care to ensure the health, safety and wellbeing of all volunteers and staff while they're performing their roles. This includes providing a safe work environment and ensuring staff and volunteers can carry out their duties effectively.

Clear expectations that staff and volunteers don't drink while working helps protect them from harm, reduces risk at the club and supports them to perform their role safely and confidently.

Staff/volunteers also have a responsibility to take reasonable care of their own safety and the safety of others.

3. Impaired judgement and performance

Alcohol affects everyone differently, but even small amounts can impair decision-making, reaction time and awareness.

Bar staff are often responsible for handling cash and transactions, and using equipment (e.g. glassware, dishwashers, and hot equipment). Drinking can increase the risk of errors, breakages or damages.

4. Club reputation and role modelling

Sporting clubs promote health and wellbeing, and staff (paid and volunteer) reflect the values of the club and help set the standards.

Drinking on duty sets a poor example for junior members and can lead to broader perceptions of poor management and a lack of care.

Put simply, it's not a good look for your club.

Key risks:

- Breach of licence or permit conditions
- Health and safety issues
- Failure to practise responsible service of alcohol can damage club reputation
- Financial and legal consequences
- Mistakes or losses occurring when handling money or equipment
- Inappropriate role modelling

On duty, the only safe option is no alcohol. Protect your club and your people.