

DRINKING ALCOHOL WHILE ON BAR DUTY.



Your Good Sports club should not allow bar servers to drink alcohol while on bar duty, for the health and safety of themselves, patrons of the bar and your club as a whole.

Why not?

There are several reasons why sporting clubs should not allow bar servers to consume alcohol while on duty. Some of these reasons relate to complying with the liquor act relevant to your state or territory, health and safety, responsible service of alcohol, club image, and voiding club insurance.

Operation of license.

The sale of alcohol requires a licence or permit, and people operating the licence/permit are required to do so in a proper manner. If a person serving alcohol has been drinking, they compromise their ability to perform their duties and make decisions. It also reduces their capacity to properly manage the business, for example the ability to judge intoxication (which bar servers are legally obliged to do).

Club duty of care to volunteers.

The club has an obligation to volunteers to ensure the work health and safety of all who perform work for the club, whether they are paid or not. Australian courts have long recognised that volunteers are owed a general duty of care by the people and organisations they support.

Key issues:

- Proper operation of licence
- Duty of care, health and safety
- Responsible service
- Club image
- Effects of alcohol
- Club insurance
- Appropriate role modelling
- Handling club money and equipment safely
- Preventing losses (broken glassware/equipment)

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Volunteer duty.

A volunteer should take reasonable care of his or her own health and safety and not act in a way that adversely affects the health and safety of other persons. They must also provide a work environment without risks to health and safety of themselves and others.

Impaired judgement.

Alcohol consumption impairs a person's judgement and affects people differently. The safest option is to not consume alcohol while on duty and operating a bar.

Club image.

Drinking alcohol while on duty sets a poor example for children and younger club members and gives a perception of lack of care. Sport is about health and well-being, so it's ideal to have volunteers leading by example. If an alcohol-related incident occurred at your club and a bar server had been drinking on duty, this significantly increases potential liability. It is just not worth the risk.

Operating club equipment.

Bar staff handle glasses and bottles, take money, operate cash registers, glass cleaning machines and hot equipment. Handling errors or breakages can occur by drinking on duty.

Legal compliance.

Non-compliance with laws & Codes of Conduct/ Practice may result in disciplinary action taken against the club's licensee/committee. This could include fines or result in the suspension or revocation of a licence.

Don't put your club and volunteers at risk.
Alcohol affects people differently - NIL is the only safe answer.