



Ref. No.: JU/2025/011489

Vodňany, 5th May 2025

Dean's Measure No. 11/2025

Protection of the health of employees of the FFPW USB from the harmful effects of addictive substances on the premises of the FFPW USB

The measure is prepared by the relevant provisions of the following generally applicable regulations (as amended):

- Act No. 262/2006 Coll., Labor Code, as amended,
- Act No. 65/2017 Coll., on protecting health from the harmful effects of addictive substances, as amended.

This document sets out the conditions and rules for conducting indicative breath tests to determine the content of alcohol or indicative examinations to assess the content of other addictive substances, including the application of sanctions, at all workplaces of the Faculty of Fisheries and Protection of Waters of the University of South Bohemia in České Budějovice (hereinafter referred to as the FFPW USB).

This Measure applies to all employees of the FFPW USB and other persons in a similar employment relationship working at the FFPW USB.

A. Smoking ban and ban on the use of electronic cigarettes

The sale of tobacco products, smoking accessories, herbal products intended for smoking, and electronic cigarettes is prohibited in all premises belonging to the FFPW USB. This prohibition also applies to rented premises used by the FFPW USB.

Smoking is prohibited in all indoor areas and company cars belonging to the FFPW USB. This prohibition also applies to rented areas (cars) used by the FFPW USB. If the user of an area where smoking and the use of electronic cigarettes are prohibited discovers a violation of this prohibition, he is obliged to ask the person who does not comply with the smoking ban or the use of electronic cigarettes to stop this behavior or to leave the area. This person is obliged to obey the call.

B. Prohibition and restriction of the sale and serving of alcoholic beverages

It is prohibited to sell or serve alcoholic beverages in all premises belonging to the FFPW USB. This prohibition also applies to rented premises used by the FFPW USB. This prohibition does not apply for the period when the standard activities of the faculty (education, research activities, etc.) are not carried out in the given space, and when the space is used with the consent of the person responsible for the use of the space for purposes other than those for which it is usually intended.

C. Other measures to reduce substance use

A person who is clearly under the influence of alcohol or other addictive substances (narcotics, psychotropic substances and other substances capable of adversely affecting a person's psyche or their control or recognition abilities or social behavior) and is in a state in which they endanger themselves or another person, property or public order is prohibited from entering and staying in all internal and



external areas, including official cars of the FFPW USB. In this case, a person is considered an employee or visitor of the FFPW USB. If the user of the area discovers a violation of this prohibition, he is obliged to call on the person who does not comply with this prohibition not to continue this behaviour or to leave the area. This person is obliged to obey the call.

D. Testing for the presence of alcohol and other addictive substances

An employee who performs an activity in which he could endanger the life or health of himself or another person or damage any property, or about which a legal regulation prohibits the consumption of alcohol or other addictive substances, must not consume alcohol or use other addictive substances while performing this activity or before performing it, to ensure that he does not perform this activity under their influence.

Employee

- who is reasonably suspected of being under the influence of alcohol or another prohibited addictive substance and performing or having performed an activity in which he could endanger the life or health of himself or another person or damage any property,
- who is reasonably suspected of having put himself in a state by consuming an alcoholic beverage or another prohibited addictive substance in a state in which he immediately endangers himself or another person, any property, or public order,
- who is reasonably suspected of having caused harm to himself or another person or caused damage to another person's property in connection with consuming an alcoholic beverage or another prohibited addictive substance

is obliged to undergo an orientation examination and, if necessary, a professional medical examination.

A protocol will be drawn up about the orientation examination performed according to a binding template, see Attachment No. 1.

If the employee refuses the orientation examination or such examination cannot be performed or successfully completed, a professional medical examination shall be performed. If the employee refuses the professional medical examination, he shall be regarded as if he were under the influence of alcohol or another addictive substance.

If the preliminary examination for alcohol intoxication was performed using a breath alcohol analyser that meets the conditions set out in another legal regulation¹ a professional medical examination, no longer needs to be performed unless the person who underwent the examination insists on it.

A call for an orientation examination and a professional medical examination is authorized to be made by a senior employee of the FFPW USB within the scope of his/her competence and under the conditions stipulated by other regulations, based on a valid authorization from the dean of the FFPW USB, see Attachment No. 2. The presence of at least one witness is required for each orientation examination. If the professional medical examination is to be performed in a healthcare facility or at a healthcare service provider, the healthcare facility or healthcare service provider shall be determined

¹ Decree No. 345/2002 Coll., which stipulates measuring instruments subject to mandatory verification and measuring instruments subject to type approval, as amended

Zátiší 728/II, 389 01 Vodňany, Česká republika T/ +420 387 774 786

www.frov.jcu.cz

Responsible for this matter: Jaromíra Vondrášková, MSc.



by the person who called the person for such examination. This person shall also ensure the transport of the person examined to the place of examination and back.

The costs of transporting the examined employee to the place of examination and back, as well as the costs of a professional medical examination, shall be covered by the FFPW USB. If the presence of alcohol or other addictive substances is proven, the examined employee shall reimburse the FFPW USB for the costs incurred by paying for transport and the professional medical examination in accordance with the previous sentence. If the professional medical examination was carried out due to the refusal of the orientation examination by the examined employee, this employee is obliged to reimburse the FFPW USB for the costs incurred for transport and the professional medical examination, regardless of the result of such examination. If the professional medical examination was carried out based on the wish of the examined person who did not agree with the results of the orientation examination, this examination should take place as soon as possible, in the interests of the examined person.

The compensation provisions do not apply to the use of tobacco products, electronic cigarettes, and herbal products.

E. SANCTIONS AND MEASURES

In the case of detection of:

- alcohol up to 0.3 - 0.5 per mille: the employee is warned of this fact, with the appropriate possibility of sanctions in case of repetition,
- alcohol over 0.5 per mille: will (may) be processed in accordance with the provisions of Section 52 letter g) of the Labor Code (termination given by the employer),
- other addictive substances, will (may) be processed in accordance with the provisions of Section 52, letter g) of the Labor Code (termination given by the employer).

Until the employee proves, through an analysis conducted by a doctor, that he is not under the influence of alcohol or other addictive substances, and that he is therefore able to perform the work, the employer will not allow him to perform the work.

In this case, since the employee is not performing work and this is not an obstacle to work on the part of the employer, the employee will not be entitled to wages or wage compensation for the period of his absence. The person being checked must be warned about the consequences of consuming alcohol or other addictive substances.

The employer (relevant manager) is obliged to ensure that an employee who is under the influence of alcohol or other addictive substances does not start work or continue with the work performed.

Prof. Tomáš Policar, m. p.
Dean of the FFPW USB

Attachments:

Attachment No. 1 Protocol on the performed orientation examination	1 sheet
Attachment No. 2 Authorization	1 sheet



Attachment No. 1 to Dean's Measure No. 11/2025

PROTOCOL

on the performed orientation examination

first and last name of the person subjected to drug test:

date of birth:

workplace:

inspection carried out on: time:

carried out the inspection:

signature:

detected concentration of alcohol or other addictive substances:

present at the inspection:

signature:

+ with the result of the orientation examination

agree

disagree

signature of the person subjected to drug test:

+ cross out the option that does not apply

DECLARATION

- 1) I agree that in the event of a positive result of a professional medical examination at a medical facility, the employer will deduct from my salary the actual costs of the professional medical examination and transportation to this examination.
- 2) I declare that in the event of a positive result of a professional medical examination at a medical facility, the FFPW USB will cover the costs of the professional medical examination and transportation to this examination.
- 3) I declare that in the event of a positive result, I will cease performing my work and leave the premises of the FFPW USB.

.....
signature of the person subjected to drug test



Attachment No. 2 to Dean's Measure No. 11/2025

AUTHORIZATION

According to Section 21, paragraph 2 of Act No. 65/2017 Coll., on the protection of health from the harmful effects of addictive substances, as amended

Name, surname, position, personal number/date of birth

is an authorized person who, under the conditions set out in the relevant provision of the Dean's Measure No. 12/2025 of 5 May 2025, is authorized to call on a subordinate employee of the FFPW of the University of Ljubljana to fulfil the obligation to undergo an orientation examination or a professional medical examination to determine whether a person is under the influence of alcohol or another addictive substance, and to conduct an orientation examination.

at the workplace of the FFPW USB:

This senior employee is also entitled, based on the training completed at the University of South Bohemia in České Budějovice (FFPW USB) and on the basis of the employer's authorization, to conduct initial and repeated training of subordinate employees on legal and other regulations to ensure safety and health protection at work pursuant to Section 103, paragraphs 2 and 3 and Section 349 of Act No. 262/2006 Coll., the Labor Code, as amended.

The authorization is valid for three years.

In Vodňany

Prof. Tomáš Polícar
Dean of FFPW USB