

Cannabis at work

The partial legalization of cannabis from April 1, 2024 will result in new requirements, but also some uncertainties that still need to be clarified. In the end, probably also through judicial decisions.

The question about consumption in buildings is quickly answered.

The [Federal Non-Smoking Act](#) (§1) was amended accordingly so that a smoking ban for tobacco and cannabis products (including electronic cigarettes, heated tobacco products and vaporizers) applies. The [Workplace Ordinance](#) (§5) was also adjusted accordingly.

The question of whether consumption during working hours is permitted or not can be answered by occupational health and safety regulations.

- Employees must be able to carry out work without danger to themselves and others ([DGUV Vorschrift 1](#) §7).
- It follows that employees do not put themselves in a state where they pose a danger to themselves or others through the consumption of intoxicating substances (DGUV Vorschrift 1 §15 Abs. 2).
- Supervisors can issue a work ban if they believe that employees cannot perform the work safely.

What I do in my free time is none of my employer's interest.

This is only true if the leisure activities have no impact on work. Therefore, the effects and after-effects of consumption during leisure time must not extend into working hours.

For **safety-relevant activities** it is really important to be in full possession of his powers. Such safety-relevant activities can include driving vehicles, handling hazardous substances, electrical work, work with a risk of falling, etc.

So far, no dose-effect relationship is known.

Since there is currently no **legal limit**, experts have so far focused on the value > 1 ng/mL blood serum.

Do you need help or support?

[Please contact our trained addiction helpers.](#)

[Tomorrow I'll stop! And today I'll take the first step.](#)

[Further information on addiction in the service agreement on addiction prevention and addiction support and on dealing with addictive behaviour.](#)