

Drug, Alcohol & Fit for Duties Policy

POLICY STATEMENT

It is the policy of this company to ensure that we fulfil our obligations as an employer under health and safety legislation by ensuring that workers do not place their own health and safety or the health and safety of others at risk. To achieve this, we are committed to providing and maintaining a working environment in which workers are not exposed to hazards arising from the use or abuse of alcohol or drugs or unreasonable working hours.

Austructure Services enforces **Zero Harm, Zero Tolerance** on the consumption or possession of drugs or alcohol on site. All individuals are expected to report fit for duty for scheduled work and be able to perform assigned duties safely and acceptably without any limitations due to the use or after-effects of alcohol, illicit drugs, non-prescription drugs, or prescribed medications or any other substance. In addition, this organisation also recognises the requirements of participating in the client's Drug and Alcohol testing program and shall implement a Drug and Alcohol testing program if required.

Austructure Services recognises that drug and alcohol dependency is an acquired condition and is therefore treatable. Employees are encouraged to seek counselling and or other assistance to end or control their dependency. Within reason Austructure Services undertake to support employees who are engaged in and are adhering to an assistance program by maintaining their employment status and confidentiality.

AIMS AND OBJECTIVES

We will strive to ensure that all workers engaged by this company, either as workers or contractors, are in a fit condition to safely carry out their work, and that workers are not impaired in any way by the effects of alcohol or drug use, or fatigue or stress. To achieve this, no person will be allowed to enter a workplace or carry out work while under the influence of alcohol or drugs or suffering adverse effects of fatigue or stress.

Instances of wilful abuse of substances, whether legal or illegal, or trafficking of substances that are illegal and/or detrimental to the safe conduct of work are prohibited and are cause for immediate termination of employment and removal from the workplace of the person/s involved.

RESPONSIBILITIES

We will take all reasonable precautions in the placement of workers to ensure that hours of work, shifts, rosters and workplace conditions do not create an unacceptable risk of fatigue. Workers will not be required to work more than 12 hours per day wherever possible, and work more than these hours will be subject to a risk assessment to ensure the safety and well-being of workers.

All workers must ensure that they report to work in a physical, mental, and behavioural condition that will allow them to perform their duties competently and in a manner that does not place themselves or others at the workplace at risk. Workers must advise their supervisor if they are using any medication, and whether taking (or failing to take) the medication is likely to affect their safety or the safety of others at the workplace.

It is therefore the policy of Austructure Services Pty Ltd that **NO PERSON** will be permitted on work sites that are under the influence of drugs and alcohol.

Signed: 

Steven Purkis

Managing Director

Release Date: September 2023

Next Review Date: September 2024