

ALCOHOL AND OTHER DRUGS POLICY

Document Type
OHS Policy

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Document Title
Alcohol and Other Drugs Policy

Description
This policy outlines the requirements for Alcohol and Other Drugs in Customised Group workplaces.

Domain Owner
David Webb

Register of Amendments						
Date	Page	Version No	Description of amendments	Prepared by	Approved by Domain Owner	Approved by
16.08.2016	All	2	Initial Document	David Webb	David Webb	

Background

We are committed to the health and safety of our employees, sub-contractors and the general public. Misuse of alcohol and other drugs creates a risk in the workplace safety by impairing judgment, coordination and alertness.

This policy is aimed at eliminating risk in the work environment resulting from the misuse of alcohol and other drugs. It applies to all employees and sub-contractors at CUSTM workplaces.

Policy

CUSTM is committed to providing a workplace that is free of the hazards associated with alcohol and other drug use and complies with Government legislation.

CUSTM recognises that an individual's fitness for work may be compromised by the use of alcohol and other drugs and could pose a risk to themselves and to others or property.

CUSTM will have an alcohol and other drug testing regime at all workplaces.

CUSTM believes in the Coach, Guide and Educate system. With this in mind Employees and Sub contractors with CUSTM that acknowledge and ask for assistance from the business for an alcohol or other drug habit or addiction will be coached, guided and educated about the ways in which alcohol and other drugs can affect health and safety.

No person may work at CUSTM sites where their fitness for work may be potentially adversely affected by the presence of alcohol and other drugs.

For the purposes of this Policy the current prescribed limit for Alcohol is at a maximum of 0.00 grams of Alcohol per 100 ml of blood.

For the purposes of this Policy the current screening cut off level for Other Drugs is as detailed in "AS 4308 Procedures for specimen collection the detection and quantitation of drugs of abuse in urine", and for synthetic cannabinoids the detection limit as set by the laboratory. Excess of these cut-off levels indicates a positive detection, or if positive disclosure had occurred prior to the testing, then it may be treated as a non-negative result.

Non-Compliance with Policy

Breaches of this policy may lead to counselling and rehabilitation requirements or disciplinary action up to and including termination of employment.

People who refuse to undertake a test for alcohol and other drugs will be treated as having a positive result.

Declaration

I of
(print name) (company name)

Acknowledge that I have participated in the Customised Group Induction and fully understand the Occupational Health & Safety requirements of the Customised Group site and agree to abide by them at all times whilst visiting and on site.

Name: Signature: Date:
(print name)

Customised Group Representative: Signature:
(print name)

Date:
Date:

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