

Policy – Drug and Alcohol

Policy

SRW recognises the risk of drug and alcohol impairment in the workplace and will partner with employees to manage that risk for the safety and welfare of employees.

Management will ensure:

- appropriate training and counselling support for managers, supervisors and employees to deal with this risk, so all parties understand their obligations,
- employees assessed as not fit for work will not be allowed to start work,
- that they support employees to ensure they are safe to start through the following standards:
 - Employees in SRW **Low Risk sites** and activities are to be lower than (0.05 Blood Alcohol Concentration (BAC)) and / or within the drug cut off levels incorporated in this procedure, or
 - Employees at SRW **High Risk** sites and activities are to be 0.00 BAC and / or within the drug cut off levels incorporated in this procedure;
- that there is a process in place to conduct BAC and oral fluid other drugs testing at SRW sites.

Employees will ensure:

- they present for work in a condition to perform their duties in a safe manner that does not put themselves, other employees, customers, the public or SRW assets at risk,
- those who are rostered on to respond to a call-out situation will maintain a condition to perform their duties in a safe manner,
- they do not present an unacceptable risk to themselves or others through misuse or abuse of performance impairing substances.

Definitions

Refer Impairment Procedure

Effective date and review date

This policy takes effect on 30 August 2016.

It is due for management review in May 2018 and board review in May 2021.

Who is affected

This policy applies to all employees.

Rationale

Southern Rural Water (SRW) is committed to providing a safe, healthy and productive workplace. SRW has a duty, so far as is reasonably practicable,

to monitor the health of employees for the purpose of preventing illness or injury at work and to assess if they are fit for work. Drug and alcohol impairment is a risk that must be managed in the workplace for the safety and wellbeing of all employees.

Contact

For more information on this policy, contact the Health and Safety Coordinator.

Related documents

- OHS Policy
 - Impairment Procedure
-

Communications

As this is a policy that directs internal matters, rather than a policy that impacts our customers and public stakeholders, this policy will be published internally on SRW's Wiki page and made available externally on request.
