



## DRUG AND ALCOHOL POLICY

Curtis Coast Fencing is committed to providing a safe, healthy and productive workplace. Drugs or alcohol can affect a person's health and well being and their ability to perform their work tasks safely and can also impact on the safety of others at work. It is essential that workers are fit for their tasks and their judgement is not impaired by drugs or alcohol while at work. To ensure a safe, healthy and productive workplace Curtis Coast Fencing will conduct drug and alcohol testing of workers under one or more of the following basis; on a mandatory basis before work commences, on a random basis to determine an employee's fitness for work, following a significant incident or where reasonable cause has been observed. Self-Test/Voluntary testing will be made available to all employees.

### To achieve this Policy Curtis Coast Fencing WILL.....

- Apply this policy across all workplaces.
- Ensure all employees are aware of this policy and that it is a condition of entry to any Curtis Coast Fencing workplace to comply with any request to participate in drug and alcohol testing.
- Ensure that all workers are aware they must not undertake work when they are under the influence of alcohol or drugs.
- Ensure that all workers are aware that they must not undertake work when their ability to work safely may be impacted by prescribed or over the counter drugs.
- Ensure all workers are aware that they must not possess consume drugs or alcohol in the workplace.
- Promote education and awareness of the risks associated with drug and alcohol use and the importance of seeking help early.
- Ensure that all workers are aware that the possession or distribution of drugs or alcohol at work is illegal.
- Ensure that personal details regarding the management of any worker affected by drug or alcohol use or those that voluntary seek assistance remains confidential.

### Employees WILL....

- Present for work in a safe and fit manner.
- Take part in drug and/or alcohol testing as required.
- Report any prescribed or over the counter medication which may affect their ability to work safely.
- Comply with all procedures and training relating to fitness for work.
- Report any suspected breaches of this Policy as soon as possible.

Paul Urane

Owner/Manager

A handwritten signature in black ink, appearing to read "Paul Urane", is written over the printed name and title.