

Drug and Alcohol

1 DRUG AND ALCOHOL POLICY

FutureGen Foundation (FGF) is committed to maintaining a safe and healthy workplace and to reducing the risk of harm to employees and others caused by the misuse of drugs and alcohol.

2 PURPOSE

To provide a framework to reduce the costs to FGF associated with drug and alcohol use in its workplace and stakeholders premises.

To identify, assess and control any contributing factors in the workplace to harmful drug or alcohol use.

To provide employees with access to information and education regarding drug and alcohol use.

To provide access to counselling and support services to employees who have problems with drugs or alcohol.

3 SCOPE

This policy applies to FGF employees.

This policy applies if alcohol or other drug dependence or abuse affects the job performance and or/safety of any employee(s).

It applies to the following legislation:

- Occupational Health and Safety Act or relevant Act in each State (or its successor).
- National Privacy Principles established by the Privacy Act 1998 (Commonwealth).
- Australian Standard AS4308:2008 'Procedures for Specimen Collection and the detection and quantisation of drugs of abuse in urine'.

Definitions:

'Reasonable Suspicion' is defined generally as: suspicion drawn from specific, contemporaneous, articulable observations concerning the appearance, behaviour, and speech or body odours of the individual or reliable information from another source.

'Reasonable Suspicion Testing' means testing, such as drug and alcohol testing, of an employee where Reasonable Suspicion exists.

4 KEY RESPONSIBILITIES

General Manager

- To ensure FGF provide a workplace with effective, ethical and equitable mechanisms in place to prevent and respond appropriately to the unsafe use of drugs and alcohol.
- Approach employees suspected to be under the influence.
- Ensure all employees are trained and familiar with the Drug and Alcohol policy.

Managers/Supervisors

- Refer employees requesting assistance for drug and alcohol related issues.
- Inform employees of the potential work-related problems that may arise from the use of drugs and alcohol.
- Inform employees of their responsibilities in relation to workplace safety, conduct and performance.
- Manage and monitor employees whose work performance or conduct is adversely affected by the misuse or abuse of drugs or alcohol.
- Provide information about referral to counselling, treatment and rehabilitation services where appropriate.
- Appoint and co-operate with an appropriate organisation and/or officer of a State or Federal Authority to conduct drug and/or alcohol testing if/when required.
- Manage disciplinary action appropriate to the circumstances of individual employees if/and when required.
- Ensure all employees are aware of and comply with this policy.

5 POLICY

FGF has a zero tolerance policy in regards to the use of illicit drugs on its premises and their stakeholders premises and this includes attending of other business related premises (e.g. suppliers, sales meetings etc.) while under the influence of illicit drugs. Contravening of these may lead to instant dismissal.

Attending work under the influence of alcohol will not be tolerated and may result in disciplinary action or ultimately dismissal.

FGF, at times, makes alcohol available at official functions to employees over the age of 18. Limiting the consumption of any alcohol made available is the responsibility of the employee. Driving under the influence of alcohol or any other illicit drug is illegal. It is the employee's responsibility to ensure compliance with this matter.

If an employee is required to take prescribed medication and is concerned about the health and safety effects of this medication he/she must discuss their concerns with their Manager who will determine if there is a need to modify duties on a short term basis, or if sick leave must be taken. For example prescription medication may make workers feel drowsy and in this case, machinery should not be operated.

Where an injury or incident occurs due to an alcohol or drug related issue, the Injury and Incident report must be completed.

Employees who are aware of any change in the behaviour of co-employees and have grounds to believe that person's ability to work safely may be impaired, have a responsibility to report it to their supervisor or the General Manager so action may be taken immediately.

Care needs to be taken when making the 'reasonable suspicion' judgement in case the employee is ill or injured, taking prescribed medication or in some other form of distress, which may account for their behaviour.

When approaching an apparently intoxicated employee, it can be more effective and less confronting to talk in terms of their approach to safety and general work performance rather than their alcohol or drug use.

Where drug and alcohol testing has been conducted on an employee and a positive test result returned (the first positive test result), repeated positive test results will accumulate for two (2) years from the date of the first positive. Three (3) positive test results in two (2) years of the first positive will lead to a review of the employee's employment status, which may include termination of their employment.

A further instance of concern within a two (2) year period will result in a final warning and potentially termination of employment.

Employees whose behaviour has placed the safety of themselves and others at risk may be subject to disciplinary procedures in accordance with Discipline – Internal Policy and this includes the Drug and Alcohol procedure (below) and in accordance with the relevant award and/or employment agreement.

Employees who believe that they may have a problem with illicit drug or alcohol consumption should approach their Manager or General Manager who, after consultation may arrange suitable leave or alternate duties.

Counselling services may also be offered to employees undergoing disciplinary action for being under the influence of illicit drugs or alcohol whilst at work.

All health and medical information will be treated as strictly confidential and will be stored in accordance with the National Privacy Principles established by the Privacy Act 1998 (Commonwealth).

6 PROCEDURE

Approaching an employee who may be under the influence

- 6.1 Reasonable Suspicion should be assessed before the General Manager approaches any employee who is suspected of being under the influence.
- 6.2 If reasonable suspicion has been assessed as positive, the General Manager:
 - 6.2.1 As far as is reasonably practicable discusses the matter with the employee in a private location away from other people.
 - 6.2.2 The General Manager will then explain to the employee they have been approached for a breach of the Drug & Alcohol Policy.
 - 6.2.3 It will be made clear that there is 'reasonable suspicion' that the employee is impaired by drugs and/or alcohol.

- 6.3 Provide the employee with the opportunity to explain their observed behaviour.
- 6.4 After speaking with the employee, if 'reasonable suspicion' is no longer held and no further action is required, the employee can return to duty.
- 6.5 The General Manager will clearly explain to the employee that refusal to submit to 'reasonable suspicion' testing is a violation of this policy, which can lead to discipline, up to, and including, termination of employment.
- 6.6 Where 'reasonable suspicion' is confirmed, the General Manager will advise the employee that they are to leave the workplace.
- 6.7 Suitable arrangements will be made to ensure the employee arrives home safely.

If drug or alcohol testing is not to be carried out

- 6.8 The employee will be informed that they are to return to work unimpaired by drugs or alcohol on their next scheduled work day.
- 6.9 The employee must report to the General Manager upon return to work before returning to their work duties.
- 6.10 A meeting will be arranged upon return to the workplace between the employee and the General Manager to enable consultation to occur regarding any monitoring and management of the employee, or disciplinary action to be taken.

Where drug and alcohol testing is required

- 6.11 Employees who are suspected of being under the influence of illicit drugs or alcohol whilst at work and deny this will be provided with the opportunity to undergo suitable testing by a medical professional. This testing may include blood and urine tests.
- 6.12 Testing will be carried out in accordance with the Australian Standard AS4308:2008 'Procedures for Specimen Collection and the detection and quantitation of drugs of abuse in urine'.

7 RECORDS

Related documents/forms/policies	Storage
HR Manual	SharePoint
Code of Conduct – Internal	SharePoint
Discipline – Internal Policy	SharePoint
Internal Employee Incident Report	SharePoint
Privacy Policy	SharePoint

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