

## Drug and Alcohol Policy

Stubbs Constructions is committed to ensuring the health, safety and wellbeing of all workers and to prevent and reduce harm associated with people being impaired by drugs or alcohol at work. The misuse of drugs or alcohol by workers can affect their health or safety and that of other workers and members of the general public as well as having adverse effects on work performance, behaviour or attendance at the workplace. This policy applies to all workers, including contractors.

Where a manager suspects or is informed that a worker may be unfit to perform their duties due to drug or alcohol misuse, it is management's responsibility to assess the risk and take appropriate action. This may include:

- directing any worker reasonably suspected of being under the influence of drugs or alcohol to immediately cease work and move away from the work area;
- directing any such workers to a medical practitioner nominated by the Organisation for the purpose of undergoing testing to confirm whether the worker is in fact under the influence of drugs or alcohol;
- arranging for on-site testing for workers accused of being under the influence of drugs and alcohol;
- arranging for transport home for any worker suspected of being under the influence of drugs or alcohol;
- counselling workers who are found to be in breach of these guidelines; and
- authorising appropriate assistance for a worker whose performance is affected by drugs and/or alcohol.

Where the worker is deemed to be unfit for work due to the misuse of drugs or alcohol, he or she will usually be required to take leave without pay. In addition, disciplinary action may be taken against the affected worker.

Workers are responsible for:

- ensuring they are fit for duty at all times while working;
- ensuring they are not under the influence of alcohol, drugs or medication of any kind, where doing so could adversely affect their ability to perform their duties safely or efficiently;
- complying with statutory limits for blood alcohol and drug content while driving any motor vehicle in or in connection with the performance of their duties;
- complying with statutory limits for blood alcohol and drug content while operating any machinery in or in connection with the performance of their duties;
- questioning their doctor or pharmacist as to the potential effects or side effects when using any prescription or over-the-counter medication, and whether they are still able to perform their job safely (including driving, where applicable);

- notifying management when using any prescription or over-the-counter medication that may impair their ability to safely and effectively perform their job;
- ensuring they do not use, possess or distribute any alcohol, drugs or medication of any kind while at work, nor use the Organisation's resources to do so at any time;
- notifying management if they suspect another worker or visitor to be adversely affected by alcohol, drugs or medication of any kind; and
- complying with any reasonable request by management, or an authorised tester, to undergo testing and participate in rehabilitation programs in accordance with the organisation's policy.

### **Medications**

Workers who are using prescription or over-the-counter drugs that may impair their ability to safely and effectively perform their job must notify management immediately. Where a worker is taking prescribed or over the counter medication, they must question their doctor or pharmacist in regard to the effect, or side-effect, if any, that their medication(s) may have on their ability to perform work safely and efficiently, and their ability to drive (where relevant).

### **Driving Motor Vehicles**

In addition to obeying the applicable road rules, workers must observe statutory limits for blood alcohol and/or drug content while driving:  
any company vehicle;

- to or from work; or
- in the course, or discharge, of their duties.

### **Interaction with Client Policies**

As well as complying with this policy, workers who are working on client premises must also comply with any site-specific drug or alcohol policy implemented by the client or at the place where they are working. If a worker in this situation has any doubt about how to comply with both policies, or if the policies are inconsistent, the worker should contact management for clarification as soon as possible. In the interim, the worker should refrain from any conduct which is likely to breach either of the policies.



Wayne Licht  
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**Stubbs Constructions Pty Ltd**

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