

POLICY

Drug and alcohol

We're committed to providing a work environment that ensures the health, safety, and respect of all employees. FARA acknowledges that the use of drugs and alcohol may impair an individual's capacity to perform their job safely, efficiently and with respect for work colleagues and clients.

The use of drugs and alcohol (including medicines that are prescribed or over the counter) can affect a person's ability to work safely and in turn jeopardises the safety of a workplace. The safety risks are greater where people operate machinery, operate a mobile plant, such as a motor vehicle, or rely on concentration to do their work.

FARA has an obligation under the work health and safety legislation to provide a safe work environment.

This policy applies to all workers, including contractors, and it is designed to help ensure FARA's compliance with health and safety legislation. Therefore, nothing in this policy, either stated or implied, is intended to contradict any other obligations that may be placed upon it, including mandatory responsibilities related to onsite screening or testing that may be directed by other agencies.

Employees must not be under the influence of alcohol or drugs when performing any work duties for FARA, at the workplace or otherwise, including (but not limited to) the circumstances set out below. Employees must not commence work or return to work whilst under the influence of alcohol or drugs.

The consequences of breaching this policy will include disciplinary action up to and including termination of employment.

USE OF COMPANY VEHICLES

FARA vehicles are not to be driven by anyone who is under the influence of alcohol or drugs. FARA will not accept liability for any damages to a FARA vehicle, injury to any person, or damage or injury to a third party, incurred while the driver of the FARA vehicle is in breach of this policy or of the law. All liabilities shall rest with the person operating the FARA vehicle.

MACHINERY

No machinery is to be operated or used by anyone who is under the influence of alcohol or drugs.

PRESCRIPTION DRUGS

If you take prescription drugs, please check with your doctor to establish if the use of the drug will impact on your work performance and particularly your ability to operate machinery or drive vehicles. If it will, please obtain this advice in writing from your doctor and provide it your manager or supervisor before undertaking any work that may be impacted by you taking prescription drugs.

WORK RELATED SOCIAL EVENTS AND FUNCTIONS

Alcohol may be consumed at some work-related social events and functions. Where this is the case, FARA will:

- communicate the responsibility of workers for safe behaviour at the workplace and expectations about low-risk alcohol consumption

Committed to it!

- monitor responsible alcohol consumption and at no time should workers be drunk or behave in a manner which is inappropriate
- ensure workers conduct themselves responsibly at all times and encourage them to organise alternative transport prior to any function where alcohol is available, to minimise the risk of them driving under the influence of alcohol
- provide non-alcoholic drinks and low alcohol beverages and substantial food and, for example, having them in a location that is more accessible than that for alcoholic beverages
- ensure workplace social activities do not centre around alcohol, for example hosting family friendly functions during the day as an alternative to evening functions.
- education, training and support

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 drugs 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.

SCREENING / TESTING FOR DRUGS AND ALCOHOL

FARA may require screening/testing for drugs and/or alcohol, and we reserve the right to carry out random screening/testing across all levels of workers. This policy is not intended to prescribe the way any screening or testing will be undertaken, analysed or reported. This will be determined in consultation with the accredited and/or authorised pathology service provider, the workers and in consideration of any specific medical advice.

Screening/testing may be conducted where:

- it is part of a client's pre-employment or pre-engagement screening/testing process
- it is based on reasonable suspicion that the worker is being affected or is under the influence of drugs or alcohol at work
- it follows a workplace incident or accident
- suspected drug or alcohol misuse is likely to compromise workplace safety to workers or others and/or compromising effective operations
- a worker is going through a rehabilitation program and screening/testing is conducted to ensure that the program is working.

Where a screening/testing regime is introduced as determined necessary through the application of a risk management approach and in consultation with workers and other relevant parties, the procedures will be developed and communicated to all workers before to its implementation.



Chris Jones
Director



Warrin Orman
Director