

## Alcohol and Drug Policy Statement

### Introduction

This statement sets out ConsultANZ's policy in respect of staff and temporary/contract personnel whose safe and appropriate performance of duty is, or may be impaired as a result of drinking alcohol or taking drugs. It is supported by a majority of construction companies' policies and procedures, codes of practice, guidelines and readily available educational material and by definition is in place to protect your health, safety and that of your work mates. In maintaining our compliance to the current "Workplace Health & Safety Act 2011"

### Obligations

**Duty of workers (section 28)** While at work, workers are required to take reasonable care for their own health and safety and that of others who may be affected by their actions or omissions. They must also cooperate with any reasonable instruction given by the PCBU and any reasonable policy or procedure of the PCBU to comply with the WHS Act and WHS Regulation.

**Duty of PCBU's** (Persons Conducting a Business Enterprise or Undertaking. – eg ConsultANZ as employer) are responsible for:  
Monitoring the health of their workers and the conditions of the workplace under their management and control to prevent injury or illness

### Positive Screening Result

For the purpose of this Policy a positive screening result means screening for drugs or alcohol reveals:

- Presence of drugs, other than prescribed medication proven not to affect work performance, or
- Presence of alcohol.

ConsultANZ has taken into account all current legislation & O.H. & S. guidelines and advisories. Provided that temporary/contract personnel adhere to the provisions of this policy they will normally be able to demonstrate compliance with the Act.

### Policy

ConsultANZ will take all reasonable steps to ensure that ConsultANZ staff and temporary/contract personnel, are made aware of the contents of this statement together with the relevant sections of Qld. Police, Qld. Dept. of Transport and Work Cover QLD Acts and laws and implications therein. Furthermore as a responsible company, ConsultANZ have in place procedures to prevent, in so far as is reasonably practicable, an offence under the Act and as such a pre-employment screening, random and post incident/accident screening and monitoring processes which ensure the effectiveness of such procedures.

It is a requirement of the company that no temporary/contract personnel shall:

- Report or attempt to report to work when affected by drugs or alcohol
- Be in possession of alcohol, illegal substances or non-prescribed drugs in the work place
- Consume alcohol or drugs whilst at work.

In addition, temporary/contract personnel must inform the company and any Testing Personnel of any prescription medication or any “over the counter” medication they are taking or may have taken recently prior to submitting a sample for any client site safety screen, random D&A test or pre-employment medical administered by ConsultANZ or our host client .

ConsultANZ will not tolerate any departure from these rules and will take appropriate action detailed below in the event of any infringement

A programme of screening is in place on many of our worksites and this can include procedures to:

- Detect the use of drugs by both existing and potential personnel and sub-contractors
- Detect the use of alcohol and/or drugs by a person(s) involved in a Safety Critical Incident where there are grounds to suspect that the actions of the person(s) led to the incident or that there are reasonable grounds to suspect the individual is intoxicated or under the influence.
- Detect the use of alcohol and/or drugs where abnormalities of behaviour prompt managerial intervention (which may include a request for screening)
- Refusal to submit a sample for screening of drugs or alcohol will be treated as a positive result.

Any temporary/contract personnel who fail a test will be immediately suspended from assignment and if during any assignment you are randomly tested and fail a test you will automatically be removed from the assignment coupled with your contract for services being terminated with ConsultANZ.

ConsultANZ will measure the effect of this Policy and the monitoring process will involve continuous improvement with regular reviews to ensure full compliance at all times.

**I have read, understand and acknowledge the ConsultANZ Drug and Alcohol Policy statement and agree to abide by its rules, spirit and intent and agree to comply with the consequences of any action or behaviour in contravention to the aims and rules inherent in this policy.**