



DRUGS AND ALCOHOL POLICY		
<i>Policy Number</i>	<i>Issue Number</i>	<i>Issue Date</i>
OHS004	001	3 rd April 2006
<i>Authorised</i>		Gary Collins, Director

Southern Rigging and Scaffolding is committed to providing our employees with a healthy and safe work environment under Section 21 of the Occupational Health and Safety Act 1985.

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 customers. The use of such substances may result in the risk of injury or a threat to the well being of the impaired employee, other employees, and customers of the employer as well as members of the public.

The purpose of this policy is to maintain a work environment that is free from the effects of drug and alcohol use.

- No employee or person is to commence work, or return to work while under the influence of alcohol or drugs.
- No employee or person is to operate machinery while under the influence of alcohol or drugs.
- Company vehicles are not to be driven by anyone who is under the influence of alcohol or drugs. (Southern Rigging and Scaffolding Pty Ltd will not accept liability for any damage to a company vehicle, injury to any person, or damage or injury to any third party, incurred while the driver of the company vehicle is in breach of this policy or of the law. All liabilities shall rest with the driver concerned).

If you take prescription drugs please check with your doctor to establish if the use of the drug will impact on any aspect of your work performance and particularly your ability to operate machinery. If so, please obtain this advice in writing and provide it to your supervisor or manager.

Southern Rigging and Scaffolding Pty Ltd observes a no smoking policy in all premises, including in company vehicles.

Drugs and alcohol abuse is considered a very serious breach of safety within the building industry. Employees can **expect any breach of the drug and alcohol policy will result in instant termination of employment.**