

9.3 Drugs and Alcohol

POLICY STATEMENT

1. Fitness for Work

Employees are required to present themselves for work and remain, while at work, capable of performing their work duties safely. An employee who is under the influence of alcohol and/or drugs at the workplace, or is impaired, may face disciplinary action including possible termination of employment.

2. Pre-Employment Medical Tests

As part of the recruitment selection process, preferred candidates for employment positions may be required to attend a medical assessment which includes drug and alcohol testing. Failure to provide a negative test result may result in their application for employment being unsuccessful.

3. Random Testing

Random testing may also be conducted. Random testing may utilise a variety of methods for randomly selecting names such as software, lottery of selection through coloured marbles in a bag drawn by each employee. All staff on site must participate in the random selection.

APPLICATION

4. The CEO is to develop, maintain and enforce detailed procedures in relation to these matters in consultation with Local Government Insurance Services and WALGA Workplace Relations.

OBJECTIVE

To establish foundational requirements for commencing and continuing employment with the Shire in relation to drugs and alcohol.

STATUTORY CONTEXT

Occupational Safety and Health Act 1984

CORPORATE CONTEXT

Policy Manual –

- 9.1 – Occupational Safety and Health – Employees, Volunteers, Contractors, Visitors

Procedures Manual –

- Drugs and Alcohol
- Greivances

HISTORY

Adopted 28 June 2018

REFERENCES

None