



Gladstone Regional Council

Council Policy

Title	DRUG AND ALCOHOL
Policy Number	P-2017-33
Responsible Directorate	OFFICE OF THE CHIEF EXECUTIVE OFFICER
Responsible Officer	OHS COORDINATOR
Date of Adoption	4 JULY 2017
Resolution Number	G/17/3102
Date Review Due	4 JULY 2020

1.0 PURPOSE:

The purpose of the Drug and Alcohol Policy is to ensure that the health and safety of all persons are not at risk or adversely affected by any worker attending the workplace while not fit for work due to either drugs or alcohol.

2.0 SCOPE:

All workers of Gladstone Regional Council as defined under s7 of the *Work Health and Safety Act 2011*.

3.0 RELATED LEGISLATION:

- Work Health and Safety Act 2011;
- Work Health and Safety Regulation 2011;
- Transport Operations (Road Use Management) Act 1995;
- Drugs Misuse Act 1986;
- Crime and Corruption Act 2001.

4.0 RELATED DOCUMENTS:

- Occupational Health and Safety (OHS) Policy;
- Gladstone Regional Council Corporate Standard - Drug and Alcohol Testing;
- Gladstone Regional Council Corporate Standard - Employee Assistance Program.

5.0 DEFINITIONS:

To assist in interpretation of this policy the following definitions apply:

- **Drug** means any illegal, medically prescribed or over the counter substance.
- **Not fit for work** means under the influence of a substance (including a drug) or alcohol that impairs the ability to safely perform the inherent duties required of the person.
- **Worker** means an employee, contractor, subcontractor, an employee of a contractor or subcontractor, employee of a labour hire company, outworker, apprentice or trainee, student or volunteer.

6.0 POLICY STATEMENT:

6.1 DRUG AND ALCOHOL PROGRAM

Gladstone Regional Council is committed to providing a safe working environment for all persons. Accordingly, Council will provide a Drug and Alcohol Program to all workers in order to ensure appropriate fitness for work standards and workplace safety are maintained.

The program of drug and alcohol testing is to be determined and amended from time to time, based on a risk assessment approach and documented in Council's Drug and Alcohol Testing Corporate Standard.

7.0 ATTACHMENTS:

Nil

8.0 REVIEW TRIGGER:

This policy will be reviewed when any of the following occur:

1. The related legislation/documents are amended or replaced.
2. Other circumstances as determined from time to time by a resolution of Council.
3. Periodic Review – 3 years from date of adoption.

TABLE OF AMENDMENTS

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Originally Adopted	2 JUNE 2009	09/305
Amendment 1	5 AUGUST 2014	G/14/2103
Amendment 2	4 JULY 2017	G/17/3102

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ACTING CHIEF EXECUTIVE OFFICER