



QUALITY APPRENTICES & TRAINEES

DRUGS & ALCOHOL POLICY

The impact of Drugs and Alcohol in the workplace can have a detrimental impact on workplace health and safety. Alcohol can reduce the ability to work safely by affecting the nervous system, coordination, motor control, concentration, alertness and impacting the ability to exercise good judgment.

Under the Occupational Safety and Health Act (1984) OSMAC has a duty of care to protect workers from known hazards and risks. This includes any impairment that may arise from the effects of drugs and alcohol.

Workers who are impaired by drugs/alcohol increase the risk of injury and illness to themselves and to others. The Act also states that workers must take reasonable care of their own health and safety at work to avoid harming the health and safety of other people through any act or omission.

Drinking alcohol/ illicit use of drugs can:

- Affect people's ability to work efficiently and perform tasks safely
- Cause liver or brain damage, heart disease, high blood pressure and increase the risk from many types of cancer
- Increase the risk of injury through, violence, falls and accidental death
- Lead to weight gain and obesity
- Harm the developing foetus in women who are pregnant, or a breastfeeding baby
- Impact your ability to drive to work safely or risk losing your licence for driving under the influence of drugs and alcohol
- mistakes, accidents and injuries, damage to workplace equipment, causing subsequent injuries/death
- a deterioration in workplace relationships
- increased sickness-related absenteeism, lateness and lost time
- a decrease in productivity
- a decrease in staff morale

The Australian Guidelines to Reduce Health Risks from Drinking Alcohol recommend that men and women who drink, drink no more than two standard drinks on any day to reduce the lifetime risk of harm from alcohol related disease or injury. With one in eight adults drinking at levels that are dangerous to their health, it is important to recognise that this is an issue that could impact the safety of a workplace.

Working under the influence of drugs unless prescribed by a health professional is strictly prohibited. Should an employee be on prescribed drugs his/her OSMAC care manager /supervisor must be made aware of this prior to commencement of shift. A document outlining any possible impact on your ability to work safely from the prescribing doctor may be required upon request.

Mission statement: OSMAC is committed to provide /promote a workplace free of drug and alcohol for our employees.

OSMAC will screen our host employers to ensure that our employees are placed at hosts that recognise the need for a safe work environment. Due to the nature of this arrangement it is vital that you as an Osmac employee make your



QUALITY APPRENTICES & TRAINEES

apprentice care manager aware of any issues in relation to drugs and alcohol in your workplace. The act states everyone is responsible for a safe work environment which includes reporting of potential issues.

As a condition of your employment with OSMAC you may be subject to pre- employment drug and alcohol testing as well as random drug tests during your tenure.

WORKPLACE FUNCIONS and Alcohol

Should your host employer provide alcohol at a workplace function as an OSMAC employee the following guidelines must be followed.

- Your consumption of alcohol will be limited to a responsible level.
- Transport from the venue will be arranged prior to the function or your alcohol consumption will be limited to ensure you are below the legal limit for driving.
- Adequate time should be allowed for the alcohol levels in your bloodstream to return to safe levels before your next shift.